

The Military Services

AD-A276 985



Population Representation in the Military Services

Fiscal Year 1992

October 1993

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EXECUTIVE SUMMARY

This report provides Department of Defense personnel data for Fiscal Year (FY) 1992 and compares characteristics of enlistment applicants and military personnel with the U.S. population on demographic, socioeconomic, and other attributes. The report provides information on both Active and Reserve Components, including some longitudinal data for Active Component enlisted accessions and members.

Chapter 1 provides a summary of military social composition issues since the inception of the all-volunteer force. The chapter also introduces FY 1992 issues related to the impact of the Defense drawdown on the recruiting of military personnel. Chapters 2 through 5 deal with the Active Services while Chapters 6 and 7 focus on the Reserve Components. The chapters compare applicants, accessions, and members in the enlisted and officer ranks, with civilian youth and the civilian labor force; the findings from these analyses indicate that the members of the Armed Forces are intelligent, well-educated volunteers, representing all socioeconomic groups. Chapter 8 concludes with a focus on the future.

This report will contribute to manpower policy plans and decisions that will affect the future composition of the military. The impact of downsizing, force restructuring, and changes in labor force demographics will not be fully felt for a number of years. The interplay of equal opportunity, modified by attention to balance in-group representation, will be a topic of discussion for the foreseeable future.

Selected FY 1992 findings include:

Age. The mean age of Active Component (AC) non-prior service (NPS) enlisted accessions in FY 1992 was 20 years. Active duty enlisted members averaged 27 years, while those in the Reserve Components averaged 31. Officers were older, with a mean age of 26 years for AC accessions and 34 years for active duty officers. The age distribution of AC officer accessions was somewhat skewed upward because approximately 20 percent of officer accessions were health professionals, lawyers, and chaplains -- occupations requiring years of graduate education. In the Selected Reserve, ages of officers varied by component. For example, more than half of Army Reserve and Air Force Reserve officers were 40 or older, compared to one-third of Marine Corps Reserve and Army National Guard officers. In part, this reflects the percentage of Army Reserve and Air Force Reserve officers who serve as Individual Mobilization Augmentees (IMA) to Active Component units and headquarters.

Race/Ethnicity. Blacks comprised 17 percent of both Active and Reserve Components' NPS enlisted accessions, compared to 14 percent of civilian 18- to 24-year-olds. Black males represented 15 percent of male NPS accessions in both the Active and the Reserve Components; black females represented 24 and 27 percent, respectively, of female Active and Reserve Component NPS accessions. Hispanics represented 8 and 6 percent, respectively, of Active and Reserve NPS enlisted accessions, compared to 11 percent in the 18- to 24-year-old population. "Other" racial minorities (e.g., American Indians, Asians/Pacific Islanders) comprised 3 and 4 percent, respectively, of AC and Selected Reserve NPS recruits, compared to 4 percent of the comparably aged civilian population.

Blacks comprised 22 percent of the active duty enlisted force (21 percent of males and 34 percent of females) and 18 percent of the Selected Reserve enlisted force (16 percent of males and 31 percent of females) compared to 12 percent of 18-to 44-year-olds in the civilian labor force. Hispanics comprised 6 percent each of active duty and Reserve enlisted members, compared to 9 percent in the labor force. "Other" racial minorities represented 4 and 3 percent, respectively, of the Active and Reserve Component enlisted force.

Black, Hispanic, and "Other" racial minorities comprised 7, 3, and 5 percent, respectively, of Active Component officer accessions, and 7, 3, and 6 percent, respectively, of Reserve Component officer accessions. These proportions mirror the percentage of Black, Hispanic, and "Other" racial category members among civilians who received an undergraduate degree in 1990¹ (6, 3, and 4 percent, respectively). Blacks, Hispanics, and "Other" racial category members included 7, 3, and 3 percent, respectively, of both the Active and the Reserve Component officer corps.

Gender. The increase over the past decade in the proportion of Servicewomen continued. In FY 1992, women made up 15 and 19 percent, respectively, of NPS AC and Selected Reserve enlisted accessions. Women comprised 11 and 13 percent, respectively, of Active and Reserve enlisted members. The percentage of female officers was higher: 18 percent of both Active and Reserve Component accessions, and 13 and 16 percent, respectively, of active duty and Selected Reserve officers.

Armed Forces Qualification Test (AFQT) Scores. AFQT measures aptitude for enlisted military service. In FY 1992, 74 percent of AC male NPS enlisted accessions and 79 percent of female enlisted accessions scored in the upper half of the AFQT score range (Categories I - IIIA). There is no single aptitude test for officer candidates.

High-Quality Recruits. The primary market sought by recruiters is high school diploma graduates who score at or above the 50th percentile on the AFQT. These are referred to as "high quality" prospects. In FY 1992, 73 percent of AC NPS accessions were high quality, 72 percent of males and 78 percent of females.

Education Level. Virtually all (99+ percent) FY 1992 AC NPS enlisted accessions and 98 percent of Selected Reserve NPS accessions had either a high school diploma or an alternate credential, compared to 83 percent of comparably aged civilian youth. Ninety-eight percent of AC officer accessions and active duty officers were college graduates. Eighty-one and 84 percent, respectively, of Reserve Component officer accessions and officers were college graduates. The Reserve figures were skewed by the lower proportion of non-college graduate officers in the Army National Guard (46 and 37 percent, respectively, of Army National Guard officer accessions and officer corps members).

¹ 1990 was the most recent year for which college graduation rates by race, ethnicity, and gender were available.

Socioeconomic Status. Most AC enlisted accessions came from middle-class socioeconomic families where both parents were present in the household, and parents owned their own home and were employed. As in the civilian comparison group, the largest percentage of recruits' fathers were employed in precision production and craftsman occupations, and recruits' mothers in clerical and administrative support occupations.

Geographical Representation. Over the last decade, migration within the United States has been from the Northeast toward the South and West. Military geographical migration was similar. Population shifts, unemployment, college enrollment, and wage rates, which vary widely and fluctuate significantly across census regions, affect military geographical representation.

Occupations. There were greater proportions of Blacks in medical, administration and functional support, communications, and service support occupations than in combat specialties, for both Active and Reserve Components. Hispanics were overrepresented in combat and medical skills. Proportionally, women were found most often in medical, functional support, and communications and intelligence occupations.

Active Component Service Differences. While the Services did not differ substantially on many demographic characteristics, there were some differences. Air Force members were older, on average, than their counterparts in the other Services. The Air Force also had a higher percentage of females and a higher proportion of married members. There were relatively fewer minorities in the Air Force; mean AFQT scores were higher; and Air Force enlisted personnel came from families of slightly higher socioeconomic status. The Army had the highest proportion of enlisted accessions who had completed at least some college, and the highest proportion of minorities. Black females comprised 49 percent of Army Servicewomen. The Navy had the highest proportion of NPS applicants with Hispanic background. Its enlisted force and officer accessions included greater proportions of "Other" racial/ethnic minorities than the other Services. The Marine Corps had the youngest enlisted force, the lowest proportion of females, and the most members with only a high school diploma. The greatest percentage of Army and Marine Corps enlisted personnel were in infantry and related skills. The greatest percentage of Navy and Air Force enlisted personnel were assigned to electrical repair occupations. Service differences in the officer corps generally paralleled those in the enlisted force.

Reserve Component Service Differences. Almost three-fourths of Army Reserve NPS accessions were 17- to 19-year-olds, compared to 16 percent in the Naval Reserve. Approximately one-third of the Air National Guard and Air Force Reserve enlisted members were 40 or older, compared to 4 percent in the Marine Corps Reserve. The percentage of enlisted members with at least a high school diploma ranged from 85 percent in the Army National Guard to 99 percent in the Air Force Reserve. The Army Reserve had the greatest percentage of Servicewomen who were Black (42 percent), and the Air National Guard the smallest percentage (16 percent).

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Chapter 1

INTRODUCTION

This 19th annual Department of Defense (DoD) report on social representation in the U.S. Armed Forces includes demographic, educational, aptitude, and socioeconomic characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Components. The Senate Committee on Armed Services mandated the report (Report 93-884, May 1974). Since Fiscal Year (FY) 1975, the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Personnel and Readiness) has provided annual data addressing the quality and representativeness of enlisted accessions and personnel compared to the civilian population. Officer data were added in FY 1989, Reserve Component data were added in FY 1991, and new this year are some longitudinal data. This report covers FY 1992: October 1, 1991 - September 30, 1992.

Fiscal Year 1992 and the Drawdown

The most significant manpower issue affecting Service members in FY 1992 was the continuation of the drawdown of forces. The FY 1992 end-strength of the Active Components (AC) was 1.79 million, compared to 1.97 million in FY 1991. The 1992 active duty figure represents the lowest force size since the years between World War II and the Korean conflict. The end-strength of the Selected Reserve decreased from 1.15 million in FY 1991 to 1.11 million in FY 1992.

Previous military drawdowns were demobilization actions in response to the end of major wars. Significant proportions of military members were conscripts anxious to return to civilian life. The primary concern for the Services was how to discharge large numbers of soldiers, who were anxious to separate, in a short period of time. The situation is markedly different today. For example, a 1990 Army survey indicated that 47 percent of surveyed soldiers wanted to remain in the Army for at least a 20-year career.¹ The military will face similar challenges in personnel layoffs as private industry rather than those experienced during previous military personnel reductions.

The major proportion of the FY 1992 downsizing was achieved through lowered recruiting objectives, encouragement of retirements, and the use of voluntary separation incentives. In various public forums, opinions were expressed that the drawdown would result in fewer openings for women and minorities. That was not the case in FY 1992; the proportions of minority and female accessions and Service members increased slightly from FY 1991.

¹ "Downsizing the Army," *ARI Newsletter*, vol. 8 (February 1992), p. 3.

Background for the Annual Military Population Representation Report

In the late 1960s and early 1970s, representation was a major national social and political issue. Fueled by Supreme Court rulings, the war on poverty, civil rights and women's movements, and federal legislation, representation became a measure of social justice or equity. Minority hiring and placement policies were instituted and the appointment of racial/ethnic minorities and women to public office was encouraged.

Social representation within the military became a matter of debate during the Vietnam conflict because proportionately more minorities and those from lower socioeconomic backgrounds were drafted. Selective Service System inequities during that period fueled debates that ultimately led to the demise of conscription and the establishment of an all-volunteer military force. Initially, these debates focused primarily on issues of racial, socioeconomic background, and geographic representation of the Armed Forces. Over time, emphasis was placed on the role of women, and on educational attainment and aptitude scores of Service members.

The Senate-mandated representation report was established to provide information about the composition of the Armed Forces. The annual reports clearly describe the people who apply for, enter, and serve as soldiers, sailors, airmen, and marines.

Population Representation Issues

Since the 1970 publication of the report of the President's Commission on an All-Volunteer Armed Force (often referred to as the Gates Commission report, after the chairman, Thomas S. Gates), there have been myriad journal and media articles, task forces, study groups, and commissions investigating population representation issues in the military. Two main concerns have emerged: 1) whether the enlisted military ranks are overrepresented by the disadvantaged (e.g., minorities, the poor, those joining the military as an employer of last resort); 2) whether a volunteer military force can successfully perform its mission while sharing the burden of national defense across all segments of society.²

Significant differences of opinion have arisen concerning representation issues in an all-volunteer force. The primary issues of this debate are:

- The percentage of recruits from lower socioeconomic backgrounds;

² Four sources provide detailed documentation for the 1967-1983 time period regarding representation issues in the military: 1) *The Defense Manpower Commission, Staff Studies and Supporting Papers: Volume III - Military Recruitment and Accessions and Future of the All Volunteer Force* (Washington, DC: Government Printing Office, May 1976); 2) *America's Volunteers: A Report on the All-Volunteer Armed Forces* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs and Logistics], December 31, 1978); 3) *Military Manpower Task Force, A Report to the President on the Status and Prospects of the All-Volunteer Force*, revised edition (Washington, DC: Government Printing Office, November 1982); and 4) Bowman, W., Little, R., and Sicilia, T. (Eds.), *The All Volunteer Force After a Decade: Retrospect and Prospect* (Washington, DC: Pergamon-Brassey, 1986).

- The proportion of minority Service members;
- The quality of the force;
- The percentage and occupational/skill assignment of women;
- The fluctuating youth population;
- The geographical representation of recruits.

The historical and current debates on these issues are briefly summarized below.

Socioeconomic status. Many critics of a volunteer military assert that the volunteer force draws disproportionately from the poor, the underclass, and the undereducated. As pointed out by Richard Fernandez of the Congressional Budget Office, those claims are based on data more than 10 years old, and no longer correct.³ By the late 1980s, 45 percent of recruits came from above-average income families. Young men whose family incomes were 20 percent below the average were only slightly more likely to enlist than those from families with incomes 20 percent above the average. Since 1988, military recruits have been drawn mostly from the middle class.

Minorities. Questions on minority representation have centered on the implications of racial composition in peacetime and in war. Would American minorities bear too much of the battle's burden in terms of higher casualty rates? Proponents of the current system point out that the military has been very attractive to minorities because the Services provide opportunities lacking in civilian industries and institutions.

Many minorities, particularly Blacks, see the military as offering better career-enhancing opportunities than the private sector. A question in FY 1992 and beyond is whether the downsizing of the military will disproportionately reduce training, education, and job opportunities for minorities. Many public officials and academicians believe that reductions in the number of minorities who enter the military or an increase in the number who are forced to separate (even if proportional to overall force cuts) would close doors of opportunity. This is disconcerting because the current drawdown is occurring during a time of lessened civilian job opportunities.

The military provides an important channel of upward social and economic mobility for able minority youth. However, some have questioned why Hispanics, Asian-Americans, and Native Americans have not enlisted at as high a rate as Blacks. The reasons for the lower level of representation are not clear. Different cultural traditions and norms, levels of educational attainment, and limited English-speaking proficiency may account for some of the differences.

³ See Fernandez, R., *Social Representation in the U.S. Military* (Washington, DC: Congressional Budget Office, October 1989); and Fernandez, R., "A Poor Man's Military? Not at All," *Washington Post* (December 18, 1990), p. A21.

Quality. "High-quality" recruits are high school diploma graduates who score at or above the 50th percentile on the Armed Forces Qualification Test (AFQT). The Services measure quality from two perspectives: lowered attrition and high levels of performance. Less attrition means a higher likelihood that an individual will remain in the military for the full duration of his or her enlistment. This reduces training costs and increases the proportion of experienced person-years available. Performance levels refer to completing training; repairing, maintaining, or operating technical equipment and systems; and functioning either independently or as part of a team in dynamic crisis situations.

As the volunteer force was implemented, concerns were expressed that the Services would be unable to recruit sufficient numbers of high quality recruits. The fears seemed to be confirmed during the early years of the volunteer force. In 1980, the Assistant Secretary of Defense for Manpower, Reserve Affairs, and Logistics testified before the House Committee on Appropriations that the number of high school graduates entering the enlisted force declined from an all-volunteer force high of 245,000 in FY 1976 to 192,000 in FY 1979, a drop of 22 percent.⁴ Further, none of the Services met their numerical recruiting objectives in FY 1979. In FY 1980, the percentage of non-prior service (NPS) recruits with high school diplomas was 66 percent. The drop was most pronounced in the Army, which experienced a decline from 73 to 52 percent.

The Armed Forces Qualification Test, derived from the Armed Services Vocational Aptitude Battery (ASVAB), is one measure of quality. In 1976, when new versions of the ASVAB were introduced, an error was made in calibrating the score scales so that the new versions were "easier" than the old versions (i.e., applicants received test scores higher than their actual ability). Using the miscalibrated score scales, the Services recruited larger numbers of lower scoring individuals. After an independent study of the test scores was conducted, the test was correctly calibrated.

Reviews of the difficulties in recruiting high-quality youth pointed to policy problems rather than to a reluctance of high-quality youth to serve.⁵ The government initiated several programs to enable the Services to develop recruiting and retention objectives that improved the quality of new enlistees. The changes brought immediate and positive results. The proportion of high school graduate accessions jumped from 66 percent in FY 1980 to 79 percent in FY 1981. Since the late 1980s, data clearly indicate that volunteer recruits are well-educated and highly qualified compared to their civilian peers. In FY 1992, 98 percent of Active Component enlisted recruits were high school diploma graduates.

⁴ Department of Defense Appropriation Bill, 1981; *Report of the Committee on Appropriations*, House of Representatives Report No. 96-1317 (September 11, 1980), p. 28.

⁵ During the summer of 1978, the Senate Committee on Armed Services conducted an assessment of the all-volunteer force. On June 20, 1978, Congressional, Defense Department, and academic witnesses before the Subcommittee on Manpower and Personnel of the Committee on Armed Services provided their assessments of the difficulties faced by the all-volunteer force and presented recommendations on maintaining sufficient and effective military strengths.

The military is streamlining its force, consolidating jobs, and broadening its mission. The Services must ensure that the smaller number of recruits are capable of performing more technical duties and in a more independent fashion, especially as more occupations are consolidated. To assure effective levels of attrition and performance, the Services set accession goals for high-quality youth. Implicitly and explicitly, recent criticisms have been expressed that the Services recruit too many high-quality youth to the detriment of minorities and youth from lower socioeconomic backgrounds. The emphasis on quality is viewed by some as running counter to the goal of providing opportunities for minorities. Some argue that the military quest for quality has deleterious effects on minorities, given their generally lower test scores. For example, Dr. Ronald Walters, Chairman of the Political Science Department at Howard University, indicated before a congressional committee that raising enlistment standards might contribute indirectly to blocked opportunities for Black males who would have qualified under earlier standards.⁶

A higher level in technical job requirements may affect the proportion of minority applicants who are qualified. National assessments of literacy (in areas including mathematics, science, and reading skill and knowledge) show that despite increases in educational achievement and test scores, Blacks and Hispanics score considerably lower than Whites.⁷ All racial and ethnic groups perform well at the lowest level of proficiency, but performance falls off sharply as the difficulty increases. A decline in proficiency was observed in all demographic groups, but particularly for Blacks and Hispanics. Based on these proficiency exams, the Department of Labor predicts a potential shortfall in individuals qualified for technical skill training, particularly among minorities.⁸

Gender. The military has historically been a predominantly male institution. However, the need for additional "manpower" in major wars repeatedly brought women into the Services.⁹ Between 1948 and 1967, there was a 2-percent ceiling on the proportion of

⁶ Walters, R., *African-American Participation in the All Volunteer Force: Lessons from the Persian Gulf Crisis*, before the House Committee on Armed Services, March 4, 1991.

⁷ The achievement data are from the National Assessment of Educational Progress, a testing program that has collected information on national scholastic achievement of American children at age 9, 13, and 17 every four years since 1969. For detailed discussions of test results and implications, see 1) Laurence, J.H., "Test Score Trends and the Recruit Quality Queue," in M. Eitelberg and S. Mehay (Eds.), *Marching Toward the 21st Century* (New York, NY: Praeger, in press); 2) *Outlook 2000: Summary and Emerging Issues* (Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics, April 1990), pp. 68-71; 3) *School Enrollment - Social and Economic Characteristics of Students: October 1990* (Washington, DC: Bureau of the Census, Current Population Report, Series P-20, No. 460, April 1992), pp. 4-5; and 4) *Literacy: Profile of America's Young Adults* (Princeton, NJ: Educational Testing Service, September 1986), referenced in *Outlook 2000: Summary and Emerging Issues* (Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics, April 1990), pp. 69-73.

⁸ See *Outlook 2000: Summary and Emerging Issues* (Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics, April 1990), pp. 68-72.

⁹ See Major General Jeanne Holm, USAF (Ret.), *Women in the Military: An Unfinished Revolution* (Novato, CA: Presidio Press, 1982).

women allowed in the military. During this period, women made up approximately 1 percent of the force. Following the elimination of the 2-percent ceiling in 1967, little change occurred in the number of women seeking entrance into the Armed Forces. Through the early 1970s, the number of female Service members gradually increased but remained small.

Two significant events profoundly affected the growth rate of women in the military: the expanding role of women in society (spurred by the women's movement) and the transition to the all-volunteer military. Since the advent of the all-volunteer force in FY 1973, the percentage of female accessions has nearly tripled, rising from 5 percent to the current 14 percent.

The role of women in the military, especially the inclusion of women in combat, has been an issue of continuing debate. Although there is a larger presence of women in today's military, the proportion of women is much smaller than in the general population, primarily due to social and policy issues related to their role in the military. The fundamental argument concerns combat and combat-related positions. One view contends that combat restrictions preclude women from achieving positions of senior leadership, and foster institutional discrimination. Proponents believe that relief from such restrictions, thus broadening the role of women in the military, could lead to increases in the number who serve.

The competing school of thought argues that women lack the physical strength required for combat. Critics also suggest that the presence of women in combat units would negatively affect unit cohesion because men would be overly concerned about the welfare and safety of women in combat areas. It is argued that women in combat units would adversely affect combat effectiveness and readiness.

The conflict concerning the role of women in the military is a complex issue. The Presidential Commission on the Assignment of Women in the Armed Forces studied the issue in-depth and provided its report to the President on November 15, 1992.¹⁰ The position taken by Commission members in the final report and reaction to that report indicate that the issue of women in combat remains a source of debate.

Secretary of Defense Les Aspin issued a Service-wide policy on the assignment of women in the Armed Forces on April 28, 1993. Aspin's policy directs the Services to open more specialties and assignments to women. Specifically, more aircraft, including aircraft engaged in combat missions, must be opened to qualified women. The Navy has been instructed to open as many ships to women as possible and to submit a proposal to repeal the combat exclusion law to allow women on ships engaged in combat missions. Army and Marine Corps officials have been requested to consider additional opportunities for women

¹⁰ The 15-member Commission was appointed by the President (George Bush) in consultation with the Congress in March 1992. The Commission was mandated by the National Defense Authorization Act of 1991 (Public Law 102-90) to assess the laws and policies governing the assignment of women in the military and to make recommendations to the President. The recommendations were disclosed in November 1992 in *The Presidential Commission on the Assignment of Women in the Armed Forces: A Report to the President* (Washington, DC, November 1992).

in field artillery and air defense artillery. Additionally, Aspin's policy establishes an implementation committee "to ensure that the policy on the assignment of women is applied consistently across the Services, including the Reserve Components" (p. 2).¹¹ The committee is reviewing parental and family policies, pregnancy and deployability policies, and the "Risk Rule."¹²

Youth population. Males 17 to 21 years old are the principal enlistment pool for the Services. Within that group, the 18-year-old male is the primary focus. The number of 18-to 24-year-olds declined by 11 percent during the 1980s, and the number of 14-to 17-year-olds dropped even more, by 18 percent. Since the inception of the all-volunteer force, there have been two major concerns regarding the decline in the 18-year-old male population: 1) whether the decline would result in failure of the volunteer force, and 2) whether the decline would require new approaches to recruiting. However, the increasing number of women entering the labor force, declines in earning power of high school graduates, and higher unemployment rates for teenagers have offset the population decline. Greater proportions of young men are considering enlistment. As indicated in Figure 1.1, the male population pool has been large enough to sustain recruiting. While by 1992 the 18-year-old male population had declined 25 percent from its 1979 peak, recruiting requirements for non-prior service male enlistees decreased by 38 percent over the same period.

Geographic representation. The pre-1973 draft provided a well-distributed pattern of accessions. Each state had its quota for Selective Service System inductees, based upon the state's proportion of draft-eligible males.

The interest in the geographic origin of recruits in an all-volunteer environment stemmed largely from those who favored conscription. They believed that all-volunteer service would appeal primarily to young men from rural areas and those who lived in the South and Southwest.¹³ Data since the early 1970s indicate that the percentages of recruits from most states and census regions are quite similar to the national distribution of youth.

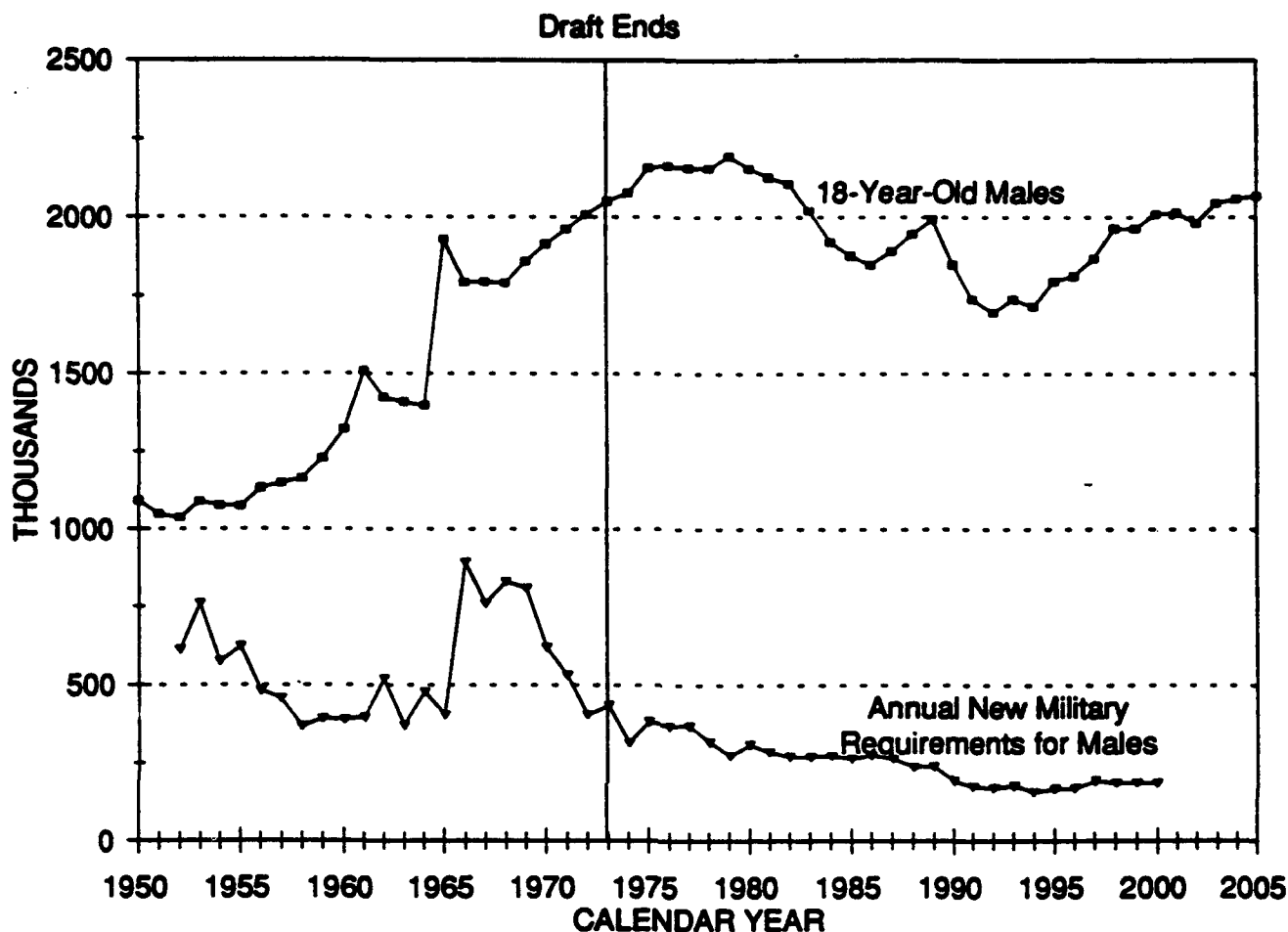
The Reserve Components

Today, the force structure of the Armed Services is evolving to meet different missions and contingency operations, involving an increasing reliance on the Reserve

¹¹ Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

¹² In 1988, the Secretary of Defense issued the Department of Defense Risk Rule: "Risks of direct combat, exposure to hostile fire, or capture are proper criteria for closing noncombat positions or units to women, when the type, degree, and duration of such risks are equal to or greater than the combat units with which they are normally associated within a given theater of operations. If the risk of noncombat units or positions is less than comparable to land, air, or sea combat units with which they are associated, then they should be open to women." The Risk Rule is currently under review.

¹³ See Department of Defense, *Population Representation in the Active Duty Military Services: Fiscal Year 1985* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], 1986), p. II-10.



Also see Appendix Table F-1 (18-Year-Old Males and Accession Requirements by Year).

Source: 18-year-old males data compiled by Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993).

Figure 1.1. The population of 18-year-old males and the Services' male NPS recruiting requirements for years 1950-2005 (projected).

Components (RC). DoD's Total Force Policy recognizes that all military components contribute to national defense.¹⁴ The Reserve Components are an integral part of warfighting contingency plans and peacetime operations. Expectations about future national security threats may increase the military reliance on flexible manpower. The use of Guardsmen and Reservists in support of wartime operations in FY 1991 and in domestic crises in FY 1992 demonstrated clearly that the RCs are capable of reacting to a wide range of global and domestic contingencies.

¹⁴ For a more detailed discussion of force requirements, force structuring, and DoD and Service manpower programs, see Office of the Secretary of Defense, *Manpower Requirements Report: FY 1992* (Washington, DC: February 1991).

Reserve Component military manpower is divided into three categories: the Ready Reserve, the Standby Reserve, and the Retired Reserve. The Ready Reserve, with an FY 1992 strength of 1.86 million, is the major source of manpower augmentation for the active military force. The two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. This report limits RC data to the Selected Reserve.¹⁵ Selected Reserve data include:

- ● Unit personnel -- Drilling Reservists and Guardsmen who train together on a part-time basis in their mobilization mission.
- ● Full-time support personnel -- Reserve Component personnel on active duty, also known as Active Guard/Reserve (AGR) and Training and Administration of the Reserve (TAR), who provide Reserve Component expertise and assignment flexibility.
- ● Individual Mobilization Augmentees (IMAs) -- Members of the Selected Reserve who are not assigned to a Reserve Component unit but are trained for and assigned to an Active Component organization, Selective Service System, or Federal Emergency Management Agency billet that must be filled shortly after mobilization.¹⁶
- ● Training pipeline - individuals who have joined but have not yet completed initial active training or those who are awaiting the second part of split training. Split training, going to boot camp one summer and technical training the next summer, is an option for youth in school or those who cannot leave their home area for an extended period of time.

The Selected Reserve consists of the Army National Guard (ARNG), Army Reserve (USAR), Naval Reserve (USNR), Air National Guard (ANG), Air Force Reserve (USAFR), Marine Corps Reserve (USMCR), and Coast Guard Reserve. This report covers the Military Services, and therefore excludes the Coast Guard Reserve.

The National Guard is unique among the world's Reserve Forces as Guardsmen serve both federal and state missions. The National Guard's federal mission and the missions of the Reserve Components are to provide trained units and personnel for duty in times of war or national emergency, or to meet operational requirements. The state mission of the National Guard is to provide military support for domestic emergencies within each respective state. When not mobilized or under federal control, National Guard units report to the governors of the 50 states, the Commonwealth of Puerto Rico, the territories of Guam and the Virgin Islands, or the Commanding General of the District of Columbia.

¹⁵ This report does not include warrant officers or the Coast Guard Reserve.

¹⁶ Ibid., (p. 12).

During the 1980s, both the Active and the Reserve Components experienced peacetime buildup of their forces. Active Component manpower strength increased by 98,000 (5 percent) from FY 1980 to FY 1989; Selected Reserve manpower grew by 331,000 (38 percent) during the same period. Faced with a changing world order, weakened economy, and technological advances, the Armed Forces will be reduced during the 1990s. Recent military actions, budgetary restrictions, changes in the armed forces structure, and a growing reliance on flexible manpower capacity make the Reserve Components increasingly important. Thus, the planned cuts in Reserve Component end-strength are less severe than the cuts in the Active Components.

Prior to Operations Desert Shield and Desert Storm (ODS), Reserve Forces had not been mobilized in large numbers in 40 years. During ODS, almost 250,000 Guardsmen and Reservists were activated (approximately 21 percent of the Selected Reserve). Mobilization rates varied significantly across components and occupations. In the wake of ODS, attitudes and expectations concerning the Selected Reserve are likely to be different. Evidence from a sample of Army Guardsmen and Reservists who were mobilized during ODS indicates that 75 percent believed that operations like Desert Storm were likely to occur in the next 10 years.¹⁷ Thus, future decisions by individuals to join or remain in the Selected Reserves are likely to be based on risk of mobilization and combat duty. These issues have the potential to affect Reserve Component recruiting in the 1990s.

Comparing Race/Ethnicity Data in the FY 1992 Report with Prior Years' Data

Prior to this year, tables in the Population Representation reports showing racial representation included the following categories:

White	Black	Other	Total

The "Other" racial category included Asians/Pacific Islanders, American Indians, and Alaskan natives. The three categories included Hispanics because individuals claiming Hispanic origin also declared themselves as part of a racial group. Beginning with this year's report, Hispanics have been removed from their race category and identified as Hispanic only. For example, White means "White, non-Hispanic." The same applies to the Black (non-Hispanic) and "Other" (non-Hispanic) racial categories. The change was made to be consistent with the Office of Management and Budget reporting standards. Thus, tables in this year's report include:

White	Black	Hispanic	Other	Total

¹⁷ Elig, T., Oliver, L., and Harris, B., *1991 Survey of Total Army Military Personnel: Initial Surveys of Mobilized Reserve Components* (Alexandria, VA: U.S. Army Research Institute, August 1991).

The reader should use caution when comparing race and ethnicity data over time. Following the changes in race/ethnicity categories, the data reported for FY 1992 show fewer Whites and Others than in previous years, while Blacks remain relatively unchanged. (Data analysis shows that approximately 60 percent of Hispanic applicants and accessions for the Active Components declared their race as White, 40 percent declared their race as "Others," and relatively few identified themselves as Black.)

Data Sources and Computations

This report contains data from a number of sources, as listed below. The computerized data files on military personnel are maintained by the Defense Manpower Data Center (DMDC).

<u>Subject</u>	<u>Data Source</u>
<u>Active Components</u>	
Applicants to Enlisted Military	DMDC Military Entrance Processing Command (USMEPCOM) Edit File, September 1992.
Enlisted Accessions	DMDC USMEPCOM Edit Files, June 1973 through September 1992.
Enlisted Force	DMDC Active Master and Loss Edit Files, June 1973 through September 1992.
Officer Accessions	DMDC Officer Gain Files, June 1973 through September 1991.
Officer Corps	DMDC Officer Master and Loss Edit Files, June 1973 through September 1992.
Recruit Socioeconomic Status	DMDC Survey of Recruit Socioeconomic Backgrounds, April - September 1992.

<u>Subject</u>	<u>Data Source</u>
<u>Reserve Components</u>	
Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps	Reserve Components Common Personnel Data System (RCCPDS), September 1992.
<u>Civilian Comparisons</u>	
Civilian Comparison Groups for Applicants, Accessions, and Active and Reserve Members	Bureau of Labor Statistics (BLS) Current Population Survey (CPS) File, September 1992.
Civilian Socioeconomic Comparison Data	Bureau of Labor Statistics (BLS) Current Population Survey (CPS) File, April - September 1992.
Civilian Comparisons for Military Entrance Test Data	<i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).
Other Civilian Comparison Data (e.g., college enrollments, immigration statistics)	Digest of Education Statistics, 1992; Statistical Abstract of the United States, Bureau of the Census, 1990 and 1992; Current Population Reports, Population Characteristics, Series P-20 and P-60.

Chapter 2

ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

"You're in the Army now" was a woeful refrain from a song popular with draftees from the World War II period through the 1950s. It echoed the sentiments of hundreds of thousands of young men who were drafted and those who were considered "reluctant volunteers" -- individuals who enlisted in a Service because they expected to be drafted. Today, that refrain could be sung, "I'm in the Service now," by the approximately 200,000 young men and women who voluntarily enlist annually in the Active Components.

Recruiting, despite the numbers involved, is a one-on-one process: a recruiter working for an extended period of time to persuade an individual to enlist. Most young men and women who enter the military have other career or educational options available to them. Recruiters must work hard to convince prospects to enlist. Data from the annual Youth Attitude Tracking Study reflect that the propensity to enlist among young men (16- to 21-year-olds) continues to decline, from 32 percent in 1989 to 27 percent in 1992.¹ Among Blacks, the decline was greater, from 53 percent in 1989 to 37 percent in 1992.²

The decision to enlist in a Military Service is one of the most significant and expressive choices an individual makes during young adulthood. It does not occur solely due to the efforts of recruiters, recruiting incentives, and advertising. The decision reflects the enlistee's individual motivations, interests, and abilities. Social class, family situation, parental encouragement, and personal circumstances also affect how people perceive possible career choices. Potential applicants weigh the opportunity costs -- the benefits one loses by foregoing other education, career, or personal options. Youth also consider factors such as separation from family, friends, and sweethearts.

Interviews with recruits and recruiters indicate that youth enter the military for many reasons. Some enlist to acquire a marketable skill, others to obtain money for college. Some enlist to gain direction in life, for self-satisfaction and self-esteem, to learn how to make decisions, for help in standing up for oneself, to serve their country, or simply because of a desire for change. A number interrupt their college education and join the military for both personal and financial reasons.

The decision to enlist remains primarily a self-selection process. Each young person makes an individual decision to enlist based on his or her personal circumstances and goals. While the Services set recruiting goals for particular categories of youth (always expressed as a floor rather than a ceiling), it is the cumulative decisions of the youth that result in the

¹ A synopsis of the shifts in enlistment propensity was documented in a memorandum from the Deputy Assistant Secretary of Defense, Military Manpower and Personnel Policy, Subject: 1992 Youth Attitude Tracking Study, January 13, 1993.

² Ibid.

representative distribution of recruits and Service members. In an all-volunteer environment, the Department of Defense must accept the consequences of those decisions.

The Recruiting Process

Initial contacts between military recruiters and youth interested in military service are exploratory. In most cases, youth think seriously about the military for a period of time before meeting with a recruiter. Often they seek information from recruiters in more than one Service. Once they select a Service and take the Armed Services Vocational Aptitude Battery (ASVAB), youth may wait from a day to months before deciding to proceed with enlistment processing.

In addition to providing information to the prospective recruit, recruiters determine the prospective recruit's eligibility for military service. Questions are asked regarding age, citizenship, education, involvement with the law, use of drugs, and physical and medical conditions that could preclude enlistment. Most prospects take an aptitude screening test at a recruiting office. Estimates are that 10 to 20 percent of prospects do not continue beyond this point.³

The Armed Services Vocational Aptitude Battery. Prospects who meet initial qualifications take the ASVAB at either a local test site (officially called a Mobile Examining Team [MET] site) or at a Military Entrance Processing Station (MEPS).⁴ Taking the ASVAB is the first formal step in the process of applying to enlist in the Armed Forces.

The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualifications for military occupations. It consists of 10 subtests, four of which comprise the Armed Forces Qualification Test (AFQT): Arithmetic Reasoning, Mathematics Knowledge, Word Knowledge, and Paragraph Comprehension. The AFQT, a general measure of trainability, is the primary index of recruit aptitude.

AFQT scores, expressed on a percentile scale, reflect an applicant's standing relative to the national population of men and women 18 to 23 years of age.⁵ The scores are grouped into five categories based on the percentile score ranges shown in Table 2.1. Persons who score in Categories I and II tend to be above average in trainability; those in Category III, average; those in Category IV, below average; and those in Category V,

³ Waters, B.K., Laurence, J.H., and Camara, W.J., *Personnel Enlistment and Classification Procedures in the U. S. Military* (Washington, DC: National Academy Press, 1987), p. 12.

⁴ Approximately 55 percent of ASVAB tests are administered at Mobile Examining Team sites, usually a post office or other accessible public building; the remainder are administered at a Military Entrance Processing Station.

⁵ The score scale is based on a 1980 study, the Profile of American Youth, conducted by DoD in cooperation with the Department of Labor (DoL). Participants were drawn from a nationally representative sample of young men and women selected for an ongoing DoL study, the National Longitudinal Survey of Youth Labor Force Behavior.

markedly below average. By law, Category V applicants and those in Category IV who have not graduated from high school are not eligible for enlistment. Over and above these legal restrictions, each Service prescribes its own aptitude and education criteria for eligibility. Each Service uses combinations of ASVAB subtest scores to determine an applicant's aptitude and eligibility for different military occupations.

Table 2.1. Armed Forces Qualification Test (AFQT) Categories and Corresponding Percentile Score Ranges	
AFQT Category	Percentile Score Range
I	93-99
II	65-92
IIIA	50-64
IIIB	31-49
IV	10-30
V	1-9

Educational credentials. DoD implemented a three-tier classification of education credentials in 1987. The system was developed after research indicated a strong relationship between education credentials and successful completion of the first term of military service.⁶ The three tiers are:

- Tier 1. Regular high school graduates, adult diploma holders, and non-graduates with at least 15 hours of college credit.
- Tier 2. Alternative credential holders, including those with a GED.⁷
- Tier 3. Those with no education credentials.

Generally, the Services have different standards for individuals in each tier. Typically, Tier 3 applicants must have higher AFQT test scores than Tier 2 applicants, who must have higher test scores than Tier 1 individuals. The Air Force and Marine Corps follow these differential standards, requiring different minimum test scores for each tier. The other Services apply the standards slightly differently. The Army and Navy require applicants with alternative credentials (Tier 2) and those with no credentials (Tier 3), to meet the same AFQT standards, which are more stringent than those for high school graduates (Tier 1).

⁶ See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); and Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981).

⁷ General Educational Development certificate of high school equivalency.

Physical examination. If an applicant achieves qualifying ASVAB scores and wants to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. The examination assesses physical fitness for military service. It includes measurement of blood pressure, pulse, visual acuity, and hearing; blood testing and urinalysis; drug and HIV testing; and medical history, among other things. Some Services also require tests of strength and endurance. If a correctable or temporary medical problem is detected, the applicant may be required to get treatment before proceeding with the enlistment process.

Moral standards. Each applicant must meet rigorous moral character standards. In addition to the initial screening by the recruiter, an interview covering each applicant's background is conducted at the MEPS. For each individual, a computerized search for a criminal record is conducted. Some criminal activity is clearly disqualifying; other cases require a waiver, wherein the Service examines the applicant's circumstances and makes an individual determination of qualification.

Occupational area counseling. If the applicant's ASVAB scores, educational credentials, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at the MEPS to discuss options for enlistment. Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives. Qualification scores and interest information are fed into a person-occupation reservation system.

The reservations can be for specific skills or for a broad occupational area (such as the mechanical or electronics areas). In the Army, all recruits enter for specific skill training. Approximately half of Air Force recruits enter for a specific skill, while the rest sign up for an occupational area and are classified into a specific skill while in basic training. Marine Corps enlistees sign up for a guaranteed program (e.g., Engineering or Combat Arms) that includes four or five specific skills. In the Navy, approximately 60 percent of recruits enlist for a specific skill, while the rest go directly to the fleet after basic training, classified in airman, fireman, or seaman programs.

Normally an applicant will be shown a number of available positions. In general, the higher the individual's test scores, the more choice he or she will have. While the process differs by Service, the specific skills and occupational groupings are arranged similar to an airline reservation system, with the "seat" and time of travel (to recruit training) based upon either school or field unit position openings. The counselor discusses the applicant's interests and explains what the Service has to offer. The counselor may offer incentives to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer.

At this stage of the enlistment process, a number of events can occur:

- A match can be made for an opening within 30 days, and the applicant will be processed to ship to recruit training within an agreed-upon time frame.

- A desired occupation is available, but beyond 30 days, so the applicant will enlist in the delayed entry program (DEP) with a shipping period of up to one year in the future.
- An applicant who is a high school junior or senior can commit to enlisting in an occupation or area at some point after graduation.
- A telephonic override of the computerized job reservation system will be requested for an applicant who is exceptionally well qualified and insists on a certain occupation.
- A well-qualified applicant is willing to enlist, but nothing is available consistent with his or her qualifications. This individual may be placed on a priority waiting list until a position is available.
- A qualified applicant insists on a specific occupation that is currently not available. He or she may be placed on a waiting list for a certain period of time. If the position becomes available, the applicant will be called in to enlist. If the position does not appear, the applicant will be asked to select another option or discontinue processing until some future date.
- The applicant is not satisfied and discontinues processing.

Many applicants do not decide immediately, but take time to discuss options with family and friends; others decide not to enlist. A review of the enlistment decision process indicated that the military continues to compete with civilian employment and educational opportunities even after the application stage of the enlistment process.⁸ The study also found that even after application, the enlistment decision by high-quality youth is largely one of individual choice, not one determined by eligibility or policy considerations.

The delayed entry program (DEP). When the applicant accepts an offer, he or she signs an enlistment contract. Only a small proportion are sent to a recruit training center from the MEPS within a month of their enlistment. Most enter the DEP, which allows up to a year before the individual reports for duty. The DEP controls recruit flow into training "seats" at technical schools. The average time in the DEP is approximately 4 months.

Individuals in their senior year of high school enlist in the DEP with a reporting date after graduation; their enlistment contract is contingent upon successfully completing high school. Not all DEP enlistees actually enter active duty; some change their minds and ask to be released from their enlistment contracts. The Services consider enlistment in the DEP a serious commitment, but they do not require youth to enter military service against their will during peacetime.

⁸ Orvis, B.R. and Gahart, M.T., *Enlistment Among Applicants for Military Service: Determinants and Incentives* (Santa Monica, CA: RAND Corporation, 1990), p. vii.

Characteristics of Active Component Non-Prior Service (NPS) Applicants

In FY 1992, nearly 340,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1). More than 247,000 individuals reported to a MEPS for a medical examination.⁹ Eighty-four percent who took an initial physical examination qualified. Three percent of applicants were disqualified on moral grounds.¹⁰ Nearly 215,000 enlisted in the DEP during FY 1992. The distribution of FY 1992 Active Component applicants by race/ethnicity and gender is shown in Table 2.2.

Table 2.2. Race/Ethnicity and Gender of FY 1992 Active Component NPS Applicants, by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	67.2	68.1	73.2	80.0	70.3
Black	20.7	17.0	13.7	12.5	17.2
Hispanic	8.2	11.0	9.3	4.2	8.7
Other	3.9	3.9	3.9	3.3	3.8
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	52.9	60.4	64.1	73.0	60.4
Black	35.9	24.6	21.2	18.7	28.0
Hispanic	7.2	10.9	9.8	4.4	7.6
Other	4.0	4.1	4.9	4.0	4.0
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	78.0	85.0	92.7	71.7	81.2
Female	22.0	15.0	7.3	28.3	18.8
Columns may not add to total due to rounding. Also see Appendix Tables A-3 (Race/Ethnicity by Service and Gender) and A-4 (Ethnicity by Service).					

⁹ As individuals report for a physical some time after taking the ASVAB, this figure includes an appreciable number who took the ASVAB during FY 1991.

¹⁰ Individuals who take an ASVAB or are examined at a MEPS have been prescreened by recruiters. Thus, these percentages are not representative of the general youth population.

Eighty-one percent were male, of whom 70 percent were White, 17 percent Black, 9 percent Hispanic, and 4 percent "Other." For female applicants, 60 percent were White, 28 percent Black, 8 percent Hispanic, and 4 percent "Other."¹¹ Additional statistics on applicant characteristics (e.g., age, education levels, AFQT score, and marital status, by gender and race/ethnicity) are contained in Appendix A, Tables A-1 through A-8.

Characteristics of Active Component Non-Prior Service Accessions

During FY 1992, 201,622 Active Component non-prior service (NPS) recruits (individuals who had not previously served in the military) shipped to recruit training centers. This does not include individuals who entered the DEP in FY 1992 but had not yet shipped by September 30, 1992, nor does it include Reserve Component recruits. This section examines a number of sociodemographic characteristics of FY 1992 NPS recruits, and compares them with the 18- to 24-year-old civilian non-institutionalized U.S. population. Accession statistics, by age, Service, and gender, are provided in Appendix Table B-1.

Age. By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.¹² Within the 17- to 35-year age range, the Services have different age ceilings. The Army and Navy accept applicants up to ages 34 and 35, respectively; the Air Force and Marine Corps age limits are 27 and 28, respectively. FY 1992 recruits were slightly younger on the average than their FY 1991 counterparts. During FY 1992, the proportion of 18- and 19-year-old recruits increased from 55 to 56 percent, while the proportion of recruits over age 24 decreased from 8 to 6 percent.

The age distribution of FY 1992 active duty accessions is shown in Figure 2.1. Ninety-one percent of new recruits were 18- to 24-year-olds, compared to about 33 percent of the comparable civilian population. The Marine Corps enlisted the greatest percentage of 17- and 18-year-old recruits (44 percent) and the smallest percentage of those over age 21 (8 percent). The Army had the greatest proportion of recruits older than age 21 (21 percent) and the smallest proportion of 17- and 18-year-old recruits (32 percent).

The right hand column of Table 2.3 shows the rate at which civilian youth in each age group enlisted in the Armed Services in FY 1992. For example, 19.3 of every 1,000 18-year-olds and 1.3 of every 1,000 24-year-olds enlisted in FY 1992.

¹¹ "Other" refers to other-than-Black racial minorities or Hispanics, such as American Indians, Asians and Pacific Islanders, and Native Alaskans.

¹² 10 U.S.C. 505.

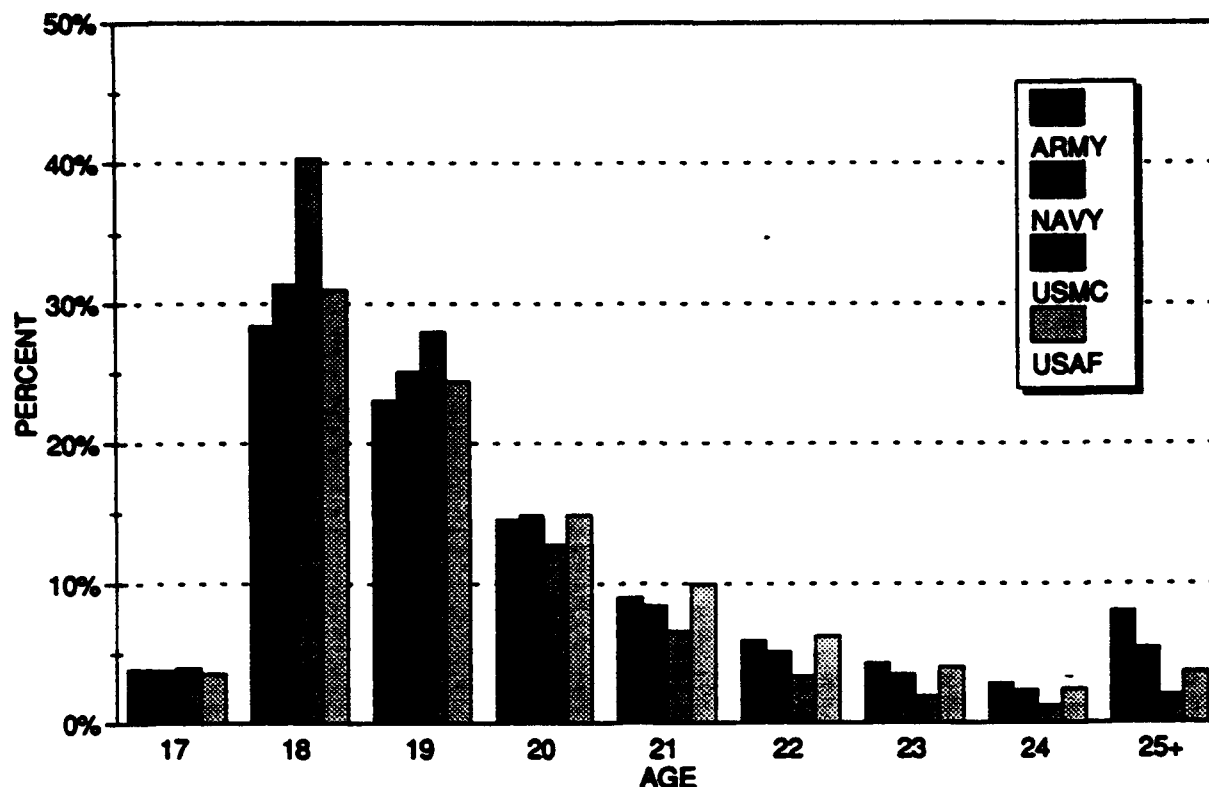


Figure 2.1. Age of FY 1992 Active Component accessions.

Table 2.3. Age of FY 1992 Active Component NPS Accessions, by Service, and Civilians 17-35 Years Old (Percent)							
Age	Army	Navy	Marine Corps	Air Force	DoD	17-35 Year-Old Civilians	Accessions per 1,000 Civilians
17	3.9	3.8	4.0	3.5	3.8	4.5	2.3
18	28.4	31.4	40.4	31.0	31.6	4.4	19.3
19	23.1	25.1	28.0	24.4	24.7	4.5	14.8
20	14.6	14.9	12.8	14.9	14.4	4.5	8.7
21	9.0	8.5	6.6	10.0	8.6	4.9	4.8
22	5.9	5.1	3.3	6.2	5.3	5.1	2.9
23	4.3	3.5	1.9	4.0	3.6	4.8	2.1
24	2.8	2.3	1.2	2.4	2.4	4.8	1.3
> 24	8.1	5.4	2.0	3.7	5.6	62.5	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	
Columns may not add to total due to rounding. Also see Appendix Table B-1 (Age by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.							

Education. More than 30 years of research indicates that enlistees who are high school graduates are much more likely than non-graduates to complete their first term of enlistment.¹³ In the late 1960s and early 1970s, the Services gave high school graduates, including those with alternative education credentials, higher priority for enlistment. In the mid- to late-1970s, the Army, Navy, and Air Force classified General Educational Development (GED) holders and high school graduates differently since evidence showed that persons with GED certification experienced higher first-term attrition. Today, in all Services, applicants with GEDs need higher AFQT scores than do high school diploma graduates.

Additional research indicated that those with other alternative credentials, such as adult education and correspondence school diplomas, also had attrition rates greater than regular high school graduates.¹⁴ In 1987, DoD implemented a three-tier classification of education credentials. Table 2.4 shows the percentage of FY 1992 active duty accessions by education tier. Ninety-eight percent of recruits possessed high school diplomas and/or some college education (Tier 1); 2 percent held alternative high school credentials (Tier 2); and less than half of one percent had not completed high school (Tier 3). It should be noted that enlisted occupations are generally comparable to civilian jobs not requiring college education. A civilian comparison of education levels by occupational skills and age was not available.

While 99.8 percent of FY 1992 accessions were in Tiers 1 and 2, only 82.8 percent of 18- to 24-year-old civilians were high school graduates or possessed a GED certificate. Differences between Services in FY 1992 high school graduate accessions were quite small, from 98.7 percent in the Army to 96.2 percent in the Navy. The Navy had the highest proportion of recruits with Tier 2 credentials (nearly 4 percent); the Army and Air Force had the lowest (slightly over 1 percent each).

The proportion of accessions with high school diplomas by Service for FYs 1973 through 1992 is shown in Figure 2.2. During most of the first decade of the volunteer military (FYs 1973-1982), there were significant differences among the Services in the proportion of high school diploma graduates. In addition, there were significant variations across years. Across Services, the proportion of accessions with high school diplomas fell from 75 percent in FY 1978 to 65 percent in FY 1980. The drop was most pronounced in the Army, declining from 73 to 52 percent over that period.

¹³ See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); and Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981).

¹⁴ Laurence, J.H., *Military Enlistment Policy and Educational Credentials: Evaluation and Improvement* (Alexandria, VA: Human Resources Research Organization, September 1987).

Table 2.4. Levels of Education of FY 1992 Active Component NPS Accessions, by Service, and Civilians 18-24 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD	18-24 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	98.7	96.2	97.4	98.6	97.7	82.8
Tier 2: GED, Alternative Credentials	1.3	3.6	2.5	1.3	2.1	
Tier 3: No Credentials	**	**	**	**	**	17.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	7.5	4.0	2.5	2.8	4.9	47.1

Columns may not add to total due to rounding.

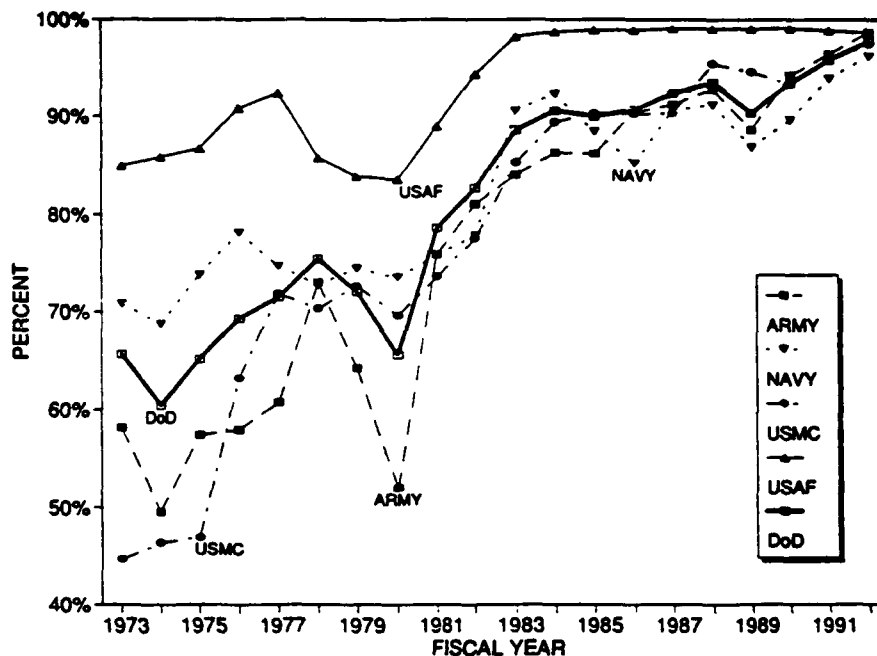
* Civilian numbers and percentages combine Tiers 1 and 2 as civilian data includes GED certificates with high school graduate rates.

** Less than .5 percent.

¹ Taken from the education certificate variable of DMDC's USMEPCOM Edit File for September 1992. College experience is defined as those individuals with the following credentials: first year college level of education certificate equivalency, associate degree, professional nursing diploma, baccalaureate, master's, post master's, doctorate, first-professional, and completed one semester of college.

Also see Appendix Tables B-7 (Education by Service and Gender) and B-8 (Education by Service and Race/Ethnicity).

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

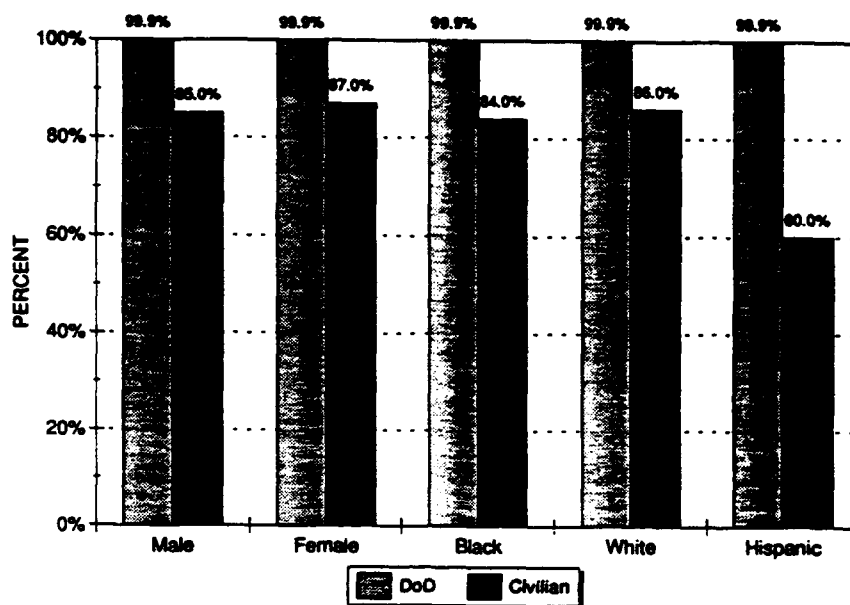


Also see Appendix Table F-2 (Accessions with High School Diplomas by Service and Fiscal Year).

Figure 2.2. FY 1992 Active Component accessions with high school diplomas.

During the mid-1970s, the Services operated with reduced recruiting budgets. At the same time, there were highly publicized reports of shrinking military benefits and significant gaps in pay comparability with the civilian sector. Media articles cited the hemorrhage of talent from the Services due to loss of benefits, and the percentage of Service members eligible for food stamps.

Because of lower education levels of new recruits, lower test scores, and increasing minority representation during this period, debates began on whether to replace the volunteer force with either a form of national service or a return to the draft.¹⁵ The Executive and Legislative branches of government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve Service members' quality of life. Military pay and benefits and recruiting resources were increased substantially in 1981, resulting in a rapid increase in the quality of accessions. The proportion of high school graduate recruits jumped from 68 percent in FY 1980 to 83 percent in FY 1982. Further incentives, such as the Montgomery GI Bill and the Army and Navy College Funds, and the Services' emphasis on improving the quality of life for Service members and their families led to improved recruiting. The proportion of high school graduates climbed to 93 percent in FY 1987 and 99+ percent in FY 1992. Figure 2.3 provides a comparison of the percentage of high school graduates in FY 1992 accessions with civilians of similar age, by gender and race/ethnicity.



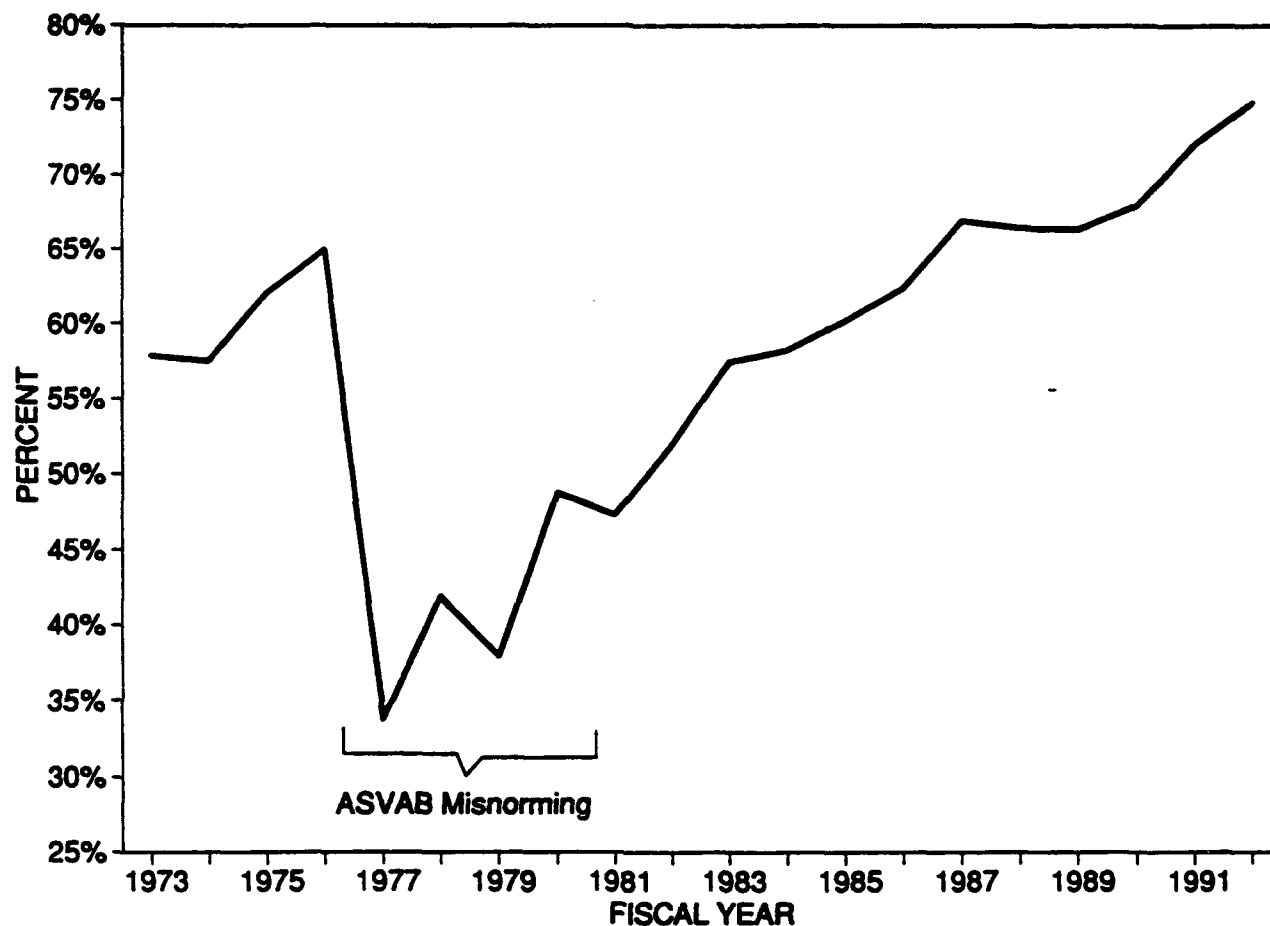
* Includes both diploma graduates and those with GED or alternative credentials.

Source: Civilian data adapted from School Enrollment—Social and Economic Characteristics of Students as of October 1991. Bureau of the Census Current Population Report P20-469, February 1993, Table 3, pp. 8-14. Civilian data for "other" racial category not available.

Figure 2.3. FY 1992 high school graduate* accessions and civilians 18-24 years old, by gender and race/ethnicity.

¹⁵ In December 1976, the Department of Defense released a report, *The All Volunteer Force: Current Status and Prospects*, which listed seven alternatives to the all-volunteer military. On June 20, 1978, the Senate Subcommittee on Manpower and Personnel of the Committee on Armed Services conducted an extensive hearing, *Status of the All-Volunteer Armed Force*, on the problems of a volunteer force and the need to examine alternatives to the all-volunteer military.

AFQT. AFQT scores are the primary measure of recruit potential. Figure 2.4 indicates the percentage of recruits who scored at or above the 50th percentile (Categories I - IIIA) since FY 1973. Numerical data are in Appendix B, Tables B-5 and B-6.



Also see Appendix Table F-3 (AFQT Category IIIA and Above by Fiscal Year).

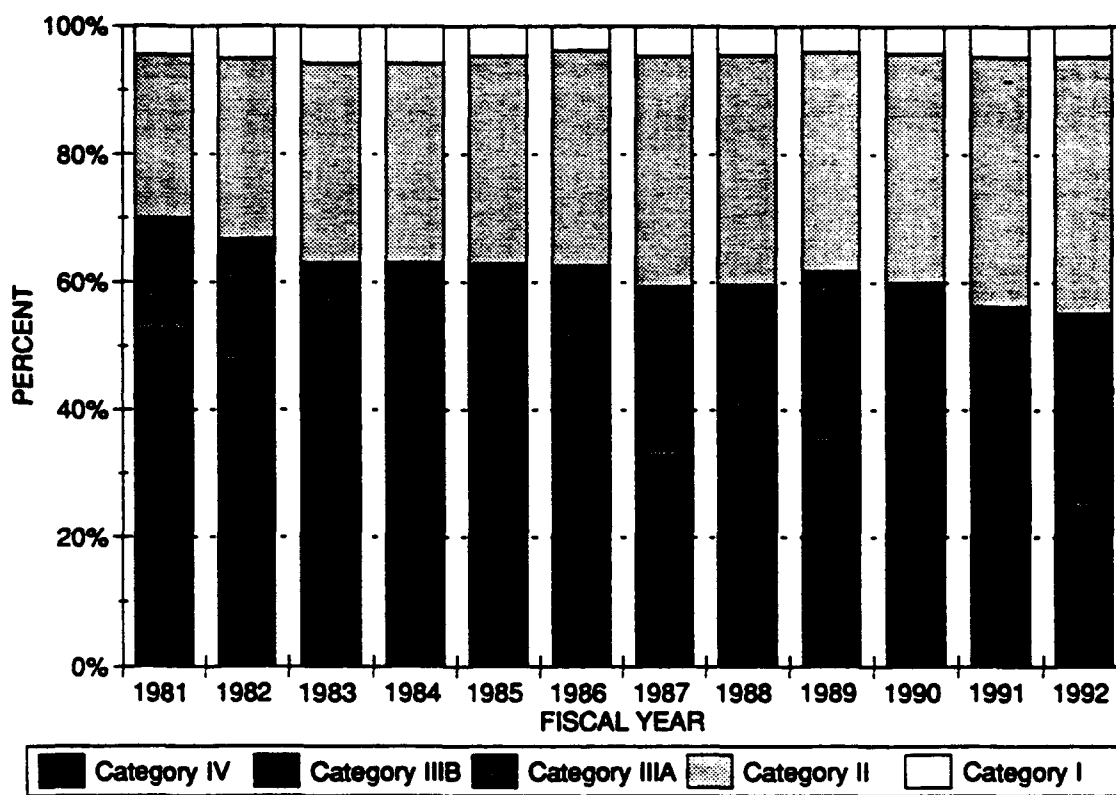
Figure 2.4. Percentage of NPS accessions in AFQT Categories I-III A, FYs 1973-1992.

Many critics of the all-volunteer force point to the drop in Category I - IIIA recruits after FY 1976 as supporting their position that the volunteer system was not successful. However, that drop was due primarily to a miscalibration of the ASVAB.¹⁶ In 1976, when new versions of the ASVAB were introduced, an error was made in calibrating the score scales so that the new versions were "easier" than the old versions (i.e., applicants received test scores higher than their actual ability). An independent study of the calibration was made and the test correctly calibrated. Then, Congress added legal provisions stipulating

¹⁶ See two documents: Sims, W.H. and Truss, A.R., *A Reexamination of the Normalization of Armed Services Vocational Aptitude Battery (ASVAB) Forms 6, 7, 6E, and 7E* (Alexandria, VA: Center for Naval Analyses, September 1980); and Laurence, J.H. and Ramsberger, P.F., *Low-Aptitude Men in the Military: Who Profits, Who Pays?* (New York: Praeger, 1992).

that no more than 20 percent of accessions could be in Category IV and that such accessions had to be high school diploma graduates.¹⁷

Figure 2.5 provides an objective evaluation of the trend in the AFQT performance of accessions. The figure clearly indicates the increase in AFQT scores of accessions from FY 1981 through 1992. The more significant gains were in Category II and IIIA accessions, where the percentages increased year by year from approximately 33 percent of accessions in FY 1981 to almost 70 percent of accessions in FY 1992. Conversely, there has been a steady decline in the percentage of Category IIIB accessions, from approximately 32 to 25 percent of accessions. Most dramatic has been the decrease in accessions who score in Category IV – from 21 percent of accessions in FY 1981 to less than two-tenths of a percent in FY 1992.



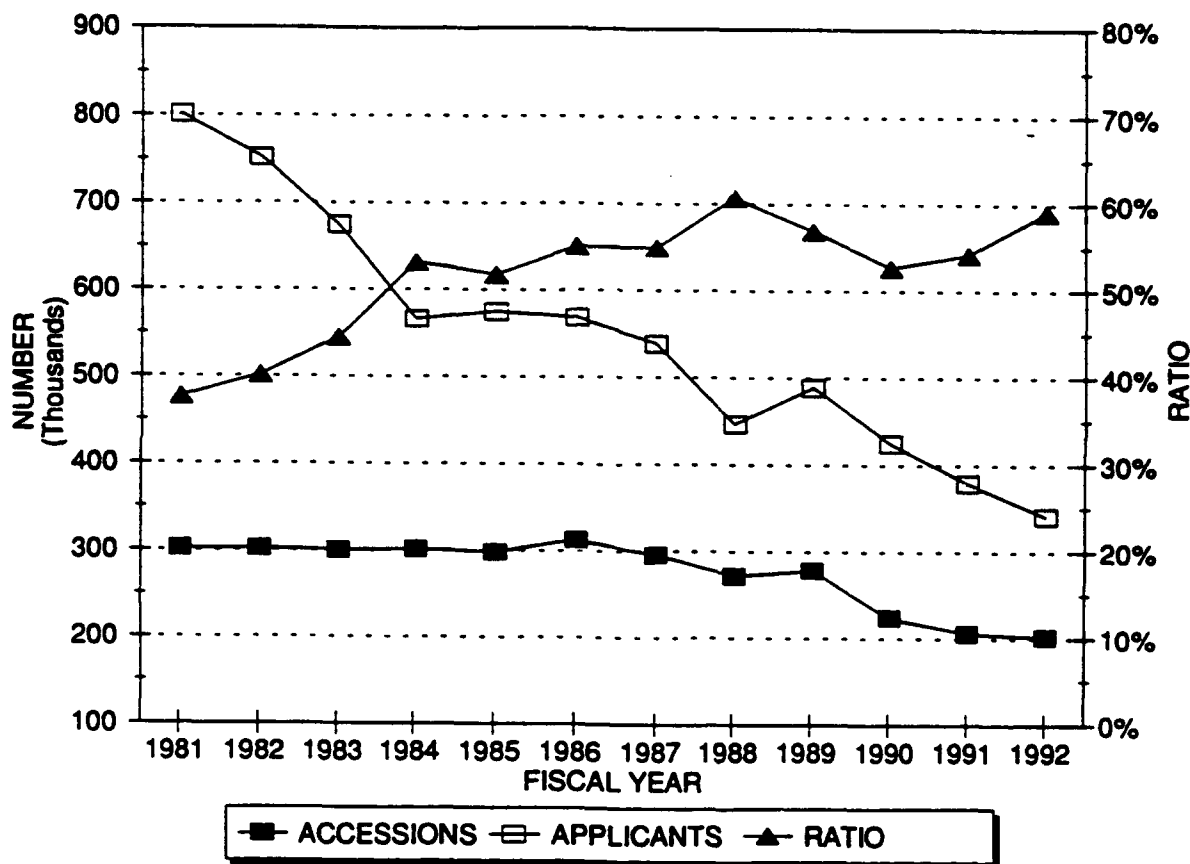
Also see Appendix Table F-4 (AFQT Category by Fiscal Year).

Figure 2.5. Percentage of NPS accessions in AFQT Categories, FYs 1981-1992.

The proportion of accessions-to-applicants over FYs 1981-1992 is tracked in Figure 2.6. In the earlier years, recruiters sent far more applicants to MEPS for processing to achieve recruiting objectives. In FY 1981, over 800,000 applicants were processed through the MEPS to access approximately 302,000 new recruits, a 38 percent accession-to-applicant

¹⁷ 10 U.S.C. 520.

ratio. In the early 1980s, the Services implemented a series of management initiatives designed to emphasize quality and reduce overhead costs. Recruiting management objectives and award systems were changed to stress types of applicants (e.g., high school diploma graduates, Category IIIA and higher) in contrast to achieving purely numerical goals; enlistment screening tests were devised to estimate ASVAB performance prior to sending an individual to a test site. Over the last decade, recruiters have expended great effort in screening prospects. For most years, progressively fewer prospects were sent to MEPS. In FY 1992, 341,000 applicants were processed through MEPS to access approximately 202,000 new recruits, a 59 percent ratio of accessions-to-applicants. The increasing ratio suggests that recruiters became progressively more successful at converting examinees to recruits across the 12 year period.



Also see Appendix Table F-5 (Accessions and Applicants by Fiscal Year).

Figure 2.6. Applicants-to-accessions ratio, FYs 1981-1992.

Table 2.5 shows the percentage of FY 1992 active duty NPS accessions in each AFQT category, by Service, and similar data for civilian youth 18 through 23 years old. The percentage of recruits in Categories I and II was higher than for their civilian counterparts (male - 45 versus 39 percent; female - 43 versus 33 percent). Category III accessions greatly exceeded civilian group proportions (males - 54 versus 30 percent; females - 57 versus 37 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males - 0.2 versus 20 percent; females - 0.1 versus 22 percent). There were no

Category V enlistees, while 10 percent of civilian males and 9 percent of civilian females scored in this range.

Table 2.5. AFQT Scores of FY 1992 Active Component NPS Accessions, by Gender and Service, and 1980 Civilians 18-23 Years Old* (Percent)						
AFQT Category	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population**
MALES						
I	5.0	5.7	3.2	5.4	5.0	10.0
II	40.6	36.9	36.2	49.0	40.1	29.4
IIIA	32.5	23.7	30.3	30.2	29.2	14.4
IIIB	20.8	33.1	30.3	15.2	25.2	16.0
IV	0.4	*	*	0.2	0.2	20.4
V	0.0	0.0	0.0	0.0	0.0	9.9
Other/Unknown	0.6	0.6	*	*	0.4	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES						
I	3.0	2.6	3.0	3.7	3.0	5.8
II	34.0	37.0	44.3	50.2	39.5	26.9
IIIA	36.8	34.6	44.1	34.8	36.1	16.2
IIIB	25.2	25.4	8.5	11.2	20.8	20.7
IV	0.2	0.0	0.0	0.1	0.1	21.7
V	0.0	0.0	0.0	0.0	0.0	8.6
Other/Unknown	0.9	0.4	0.0	0.1	0.5	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. ** The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Also see Appendix Tables B-5 (AFQT by Service and Gender) and B-6 (AFQT by Service and Race/Ethnicity). Source: Civilian data from <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).						

Appendix Table B-5 shows that 75 percent of recruits scored at or above the 50th percentile on the AFQT (Categories I-III A), with a mean AFQT of 62. Air Force recruits scored higher than those of the other three Services. Eighty-five percent of Air Force recruits scored in Categories I-III A, compared to 76 percent of Army, 71 percent of Marine Corps, and 67 percent of Navy recruits.

High quality. One impact of the defense drawdown will be broader and heavier workloads for individuals remaining in the military. In civilian industry, when a company lays off workers and runs more lean, each worker has a greater effect on the company's performance. Workers in downsized companies must perform more duties; they must possess analytical, communication, and leadership skills found normally in senior supervisors and managers.¹⁸ The same rationale applies in the military.

The Services continue to redesign a number of career fields, with incumbents assuming a more diverse workload and greater responsibilities. The redesign will both increase the numbers of tasks assigned to an individual, and require incumbents to perform new tasks of greater complexity. The Services believe that as the levels of job/task difficulty and importance increase, so will the need to bring in and retain greater proportions of individuals with above-average aptitude. They need to recruit a greater *proportion* of high-quality youth.

The significant increases in the proportion of high-quality accessions generated some criticism that Service quality standards were too high (Table 2.6). For example, comparative FY 1989 and FY 1992 data indicate increasing proportions of high-quality recruits in all

Table 2.6. High-Quality* NPS Active Duty Accessions, by Gender and Service, Fiscal Years 1986-1992 (Percent)							
Service	1986	1987	1988	1989	1990	1991	1992
MALES							
Army	49.8	56.1	57.1	52.6	59.0	70.6	77.1
Navy	45.4	50.2	50.0	45.1	51.6	58.1	63.3
Marine Corps	56.7	59.5	61.9	61.4	60.0	64.2	67.7
Air Force	66.7	73.9	79.4	81.3	83.3	83.6	83.1
DoD Total	52.5	57.8	58.4	55.3	60.3	67.0	72.4
FEMALES							
Army	68.1	69.1	67.3	60.3	74.0	75.6	73.0
Navy	56.7	71.2	64.3	59.6	67.8	77.6	72.5
Marine Corps	96.4	97.5	98.5	83.8	82.2	89.9	90.7
Air Force	77.1	83.6	88.5	89.1	88.5	87.6	87.5
DoD Total	69.9	75.1	73.4	68.3	76.4	80.0	77.5
<p>* High school diploma graduates who score in the upper half of the AFQT. Source: Civilian data from <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982). Also see Appendix Table B-9 (Quality by Service and Gender).</p>							

¹⁸ See Spraggins, E.E., "Hiring Without the Guesswork," *Inc.*, (February 1992), pp. 80-87.

Services except for female Air Force accessions. These data support the contention that the Services significantly increased their quality standards. However, as indicated in Tables 2.6 and 2.7, percentages can be misleading. A more interpretable assessment of changes in quality is shown by the actual numbers of high-quality accessions. For example, the absolute number of high-quality male accessions declined each year from FY 1987 to FY 1990. While there have been increases in male high-quality accessions during the last two years and female high-quality recruits in the last year, the numbers in FY 1992 were lower than the numbers in FYs 1986 through 1989. The recent increases can be attributed to several factors, including the ratio of recruiters to the recruiting mission and civilian employment opportunities.

Table 2.7. High-Quality* NPS Active Duty Accessions, by Gender and Service, Fiscal Years 1986-1992							
Service	1986	1987	1988	1989	1990	1991	1992
MALES							
Army	55,435	58,444	52,230	50,559	42,838	46,419	49,424
Navy	36,092	40,192	39,991	35,522	32,315	36,074	31,819
Marine Corps	18,443	18,884	20,329	18,935	18,694	18,008	20,426
Air Force	34,846	32,887	26,012	27,669	23,689	19,482	22,681
DoD Total	144,816	150,407	138,562	132,685	117,536	119,983	124,350
FEMALES							
Army	10,445	11,232	9,606	9,683	9,330	8,515	9,090
Navy	4,992	5,484	6,303	6,427	5,393	4,961	5,941
Marine Corps	2,070	1,746	2,070	1,754	1,436	1,443	1,446
Air Force	9,079	8,487	7,093	8,156	6,462	5,653	6,593
DoD Total	26,586	26,949	25,072	26,020	22,621	20,572	23,070
* High school diploma graduates who score in the upper half of the AFQT. Also see Appendix Table B-9 (Quality by Service and Gender).							

Reading ability. Because reading requirements for many military occupations are substantial, reading ability of recruits is important. The reading grade level (RGL) is estimated by converting the ASVAB verbal composite score to its RGL equivalent.¹⁹ Table 2.8 shows that the mean RGL for FY 1992 recruits was at a level that would be

¹⁹ See Waters, B.K., Barnes, J.D., Foley, P., Steinhaus, S.D., and Brown, D.C., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

expected of an 11th grade student, compared to 10th grade level for the average FY 1983 accession.

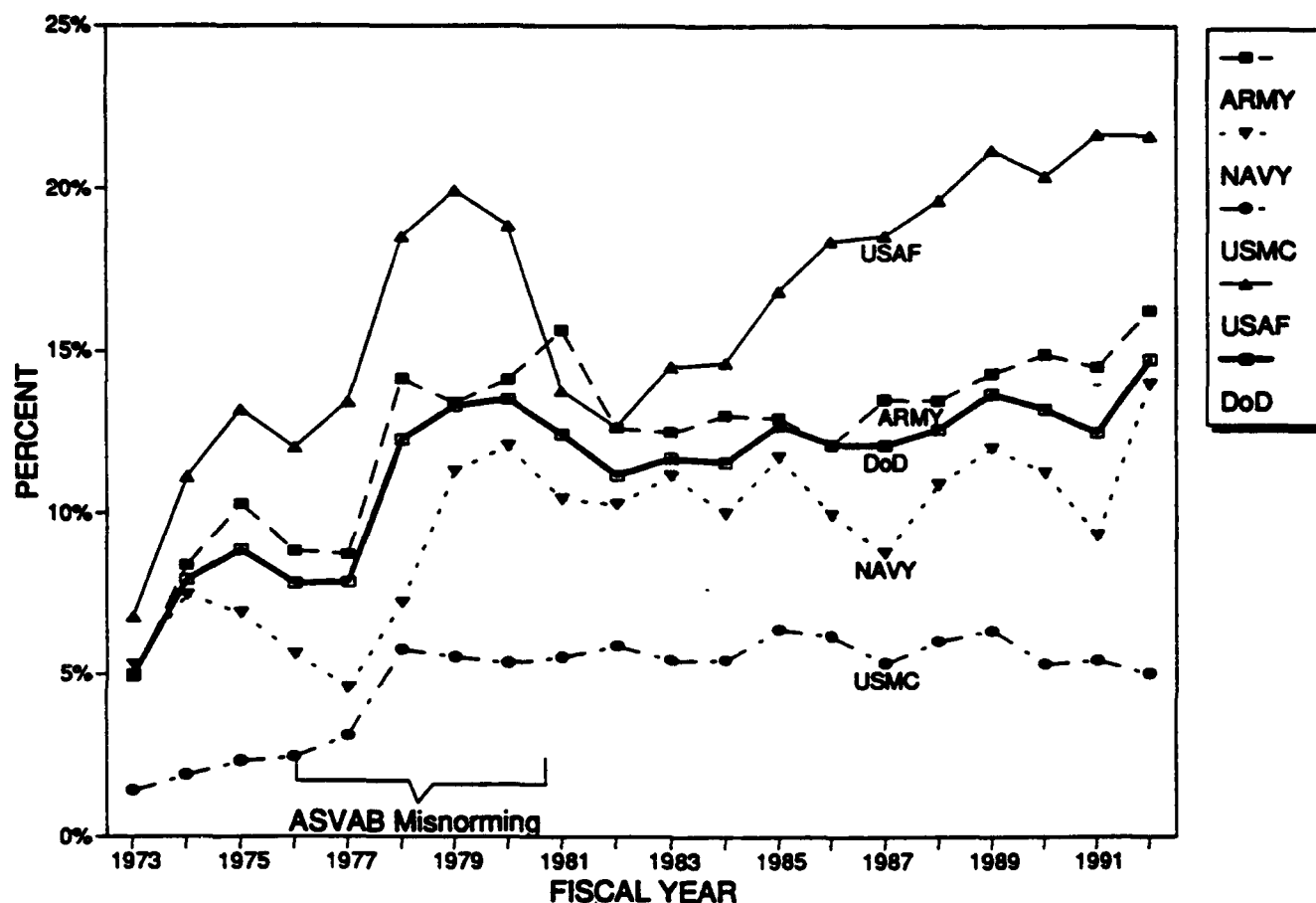
Table 2.3. Mean Reading Grade Level of FY 1983-1992 Active Component NPS Accessions, by Service, and 1980 Civilians 18-23 Years Old						
Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population
1983	10.0	10.4	9.9	10.6	10.2	10.3
1984	10.0	10.2	9.8	10.5	10.1	
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	
1992	11.5	11.4	11.3	11.7	11.5	
Source: 1980 civilian youth population data from the <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982); and Waters, et al., <i>Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table</i> (Alexandria, VA: Human Resources Research Organization, October 1988).						

Inter-Service differences in RGL were relatively small in FY 1992, with mean RGLs ranging from 11.3 for the Marine Corps to 11.7 for the Air Force. The 1980 nationally representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

Gender. At the start of the all-volunteer force, there were four primary reasons for increasing the number of women in the military: 1) this action would compensate for a projected decline in the 18-year-old male market; 2) the pool of young women was a vastly underutilized resource; 3) the Services could significantly increase the quality of the force since each additional high-quality female recruit meant one less lower-quality male (in the early 1970s the concern was that the Services might be unable to recruit the desired level of high-quality males); and 4) changing social norms and economic conditions were resulting in greater proportions of women going into the workforce, with many entering what were described as nontraditional female positions.

Figure 2.7 illustrates the trend in the proportion of female recruits since the start of the all-volunteer force. Appendix Table F-6 shows the number and proportion of NPS female accessions by Service in FY 1964, and FYs 1970 through 1992. While the Services have increased their proportions of women, the proportions and numbers are not

comparable to female representation in the civilian population. Reasons for the difference include lower inclination of women than men to apply for and enter the military,²⁰ combat exclusion constraints, and Service policies.



Also see Appendix Table F-6 (Female Accessions by Service and Fiscal Year).

Figure 2.7. Women as a proportion of Active Component NPS accessions, FYs 1973-1992.

Race/Ethnicity. There were significant race/ethnicity differences among the Services, as shown in Table 2.9 and Appendix Tables B-3 and B-4. Slightly over 30 percent of Army accessions were minorities, as compared to 31 percent Navy recruits, 25 percent Marine Corps recruits, and 18 percent Air Force recruits.

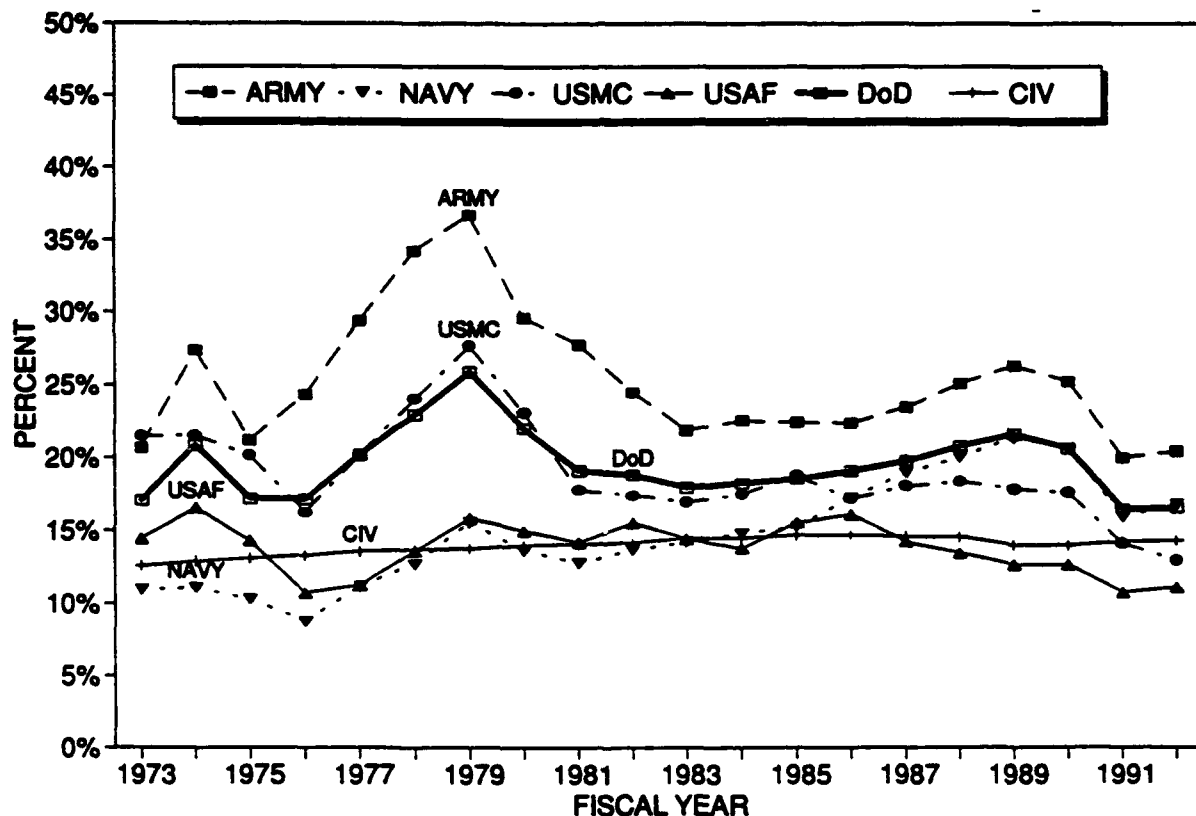
Blacks. During deliberations on the feasibility of ending the draft, several questions regarding fairness emerged. One question involved racial representation -- would a volunteer force draw excessively upon Black recruits? The Gates Commission projected

²⁰ The annual DoD-sponsored Youth Attitude Tracking Study indicates that young women, depending upon region of the country, have between one-half and two-thirds less inclination to join the military than young men.

Table 2.9. Race/Ethnicity and Gender of FY 1992 Active Component NPS Accessions, by Service (Percent)						
	Army	Navy	Marine Corps	Air Force	DoD	
MALES						
White	72.3	69.9	75.2	83.3	73.8	
Black	17.9	16.2	12.7	10.2	15.3	
Hispanic	6.8	10.3	8.6	3.7	7.6	
Other	3.0	3.6	3.5	2.8	3.2	
Total	100.0	100.0	100.0	100.0	100.0	
FEMALES						
White	57.1	63.6	69.6	78.4	64.9	
Black	33.5	20.4	17.4	14.5	24.2	
Hispanic	6.2	12.1	8.5	3.7	7.3	
Other	3.3	3.9	4.5	3.4	3.6	
Total	100.0	100.0	100.0	100.0	100.0	
TOTAL						
Male	83.7	86.0	95.0	78.3	85.1	
Female	16.3	14.0	5.0	21.7	14.9	
White	69.8	69.0	74.9	82.2	72.5	
Black	20.4	16.9	13.0	11.1	16.6	
Hispanic	6.7	10.6	8.6	3.7	7.6	
Other	3.1	3.6	3.5	2.9	3.3	
18-24 Year-Old Non-Institutionalized Civilians						
<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>
70.4	14.3	11.5	3.8	100.0	49.0	51.0
Columns may not add to total due to rounding. Also see Appendix Tables B-3 (Race/Ethnicity by Service and Gender), and B-4 (Ethnicity by Service). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.						

that the racial composition of the force would not be fundamentally changed by ending the draft.²¹ It considerably underestimated participation by Blacks. When, by the mid-1970s, the proportion of Black recruits doubled the Gates Commission projections, supporters of the draft claimed to have found solid evidence for the theory of economic conscription.²² This issue contributed to a growing discussion in the late 1970s and early 1980s of returning to the draft as a way of fostering more equitable "representation" and "fairness" in sharing the burden of military service.

The percentage of Black enlisted accessions did increase, with some fluctuations, during the years following the end of conscription. In the last draft year, FY 1972, Blacks comprised 11 percent of the Armed Services, about the same proportion as in the civilian population. As indicated in Figure 2.8, the volunteer force brought an increase in Black accessions, from 17 percent in FY 1973 to 26 percent in FY 1979. The percentages of Black accessions, by fiscal year, are contained in Appendix Table F-7.



Also see Appendix Table F-7 (Black Accessions by Service and Fiscal Year).

Source: Civilian data from U. S. Bureau of the Census, Current Population Reports.

Figure 2.8. Blacks as a percentage of Active Component NPS accessions, FYs 1973-1992.

²¹ President's Commission on an All-Volunteer Force, *The Report of the President's Commission on an All-Volunteer Force* (New York: The MacMillan Company, 1970), pp. 50 and 139.

²² Economic conscription means that disproportionate numbers of individuals who come from poor, underclass, and/or undereducated backgrounds enlist in the Services because they perceive no other viable education or occupational opportunities available in civilian life.

The number of Black accessions peaked in FY 1979, especially in the Army, where 38 percent of recruits were Black. The increase coincided with the miscalibration of the ASVAB, and the consequent drop in aptitude of accessions beginning in January 1976. The miscalibration led to erroneous enlistment of many low-scoring applicants. Thus, representation of Blacks -- whose test scores are generally lower than those of Whites -- increased during the miscalibration period. The error was corrected by September 1980.

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.²³ By FY 1983, the proportion of Black recruits had returned to approximately the same level as before the test scoring error. By the mid-1980s, a gradual increase had resumed, especially in the Navy. During FY 1985, the proportion of Navy Black accessions was 15 percent; by FY 1989, it had risen to 22 percent. FYs 1991 and 1992 saw lower proportions of Black recruits than in previous years. A number of factors contributed to this change, including the closing of offices in less productive recruiting areas, the relocation of recruiters to more promising markets consistent with shifting demographic patterns, and a decreasing propensity among Black youth toward enlisting.²⁴ In FY 1992, Blacks comprised nearly 17 percent of enlisted recruits, roughly 3 percentage points more than in the civilian population (14.3 percent). The Army continues to have the highest percentage of Black accessions, 20 percent in FY 1992.

While Black men comprised 15 percent of DoD male recruits, Black women made up 24 percent of female recruits (Table 2-9 and Appendix Table B-3). Across all Services, Black women were a greater proportion of female recruits than Black men were of male recruits. Black women in FY 1992 comprised nearly 34 percent of Army female recruits, and approximately 20 percent of Navy female recruits, 17 percent of Marine Corps female recruits, and 15 percent of Air Force female recruits.

Hispanics. Hispanics were underrepresented among enlisted accessions in FY 1992; slightly less than 8 percent of recruits compared to 12 percent of civilian 18- to 24-year-olds. The Navy had the highest proportion of Hispanic accessions in FY 1992 -- 11 percent, followed by the Marine Corps, Army, and Air Force (9, 7, and 4 percent, respectively). Hispanic under-representation may be more a product of high dropout rates from school than from other social or economic reasons.

"Other" minorities. Members of "Other" racial minorities (e.g., American Indians, Asians/Pacific Islanders) were slightly underrepresented in Air Force and Army recruits, 3 percent of each Services' accessions compared to the civilian population (4 percent). "Other" races constituted approximately 4 percent of recruits in the Navy and Marine Corps.

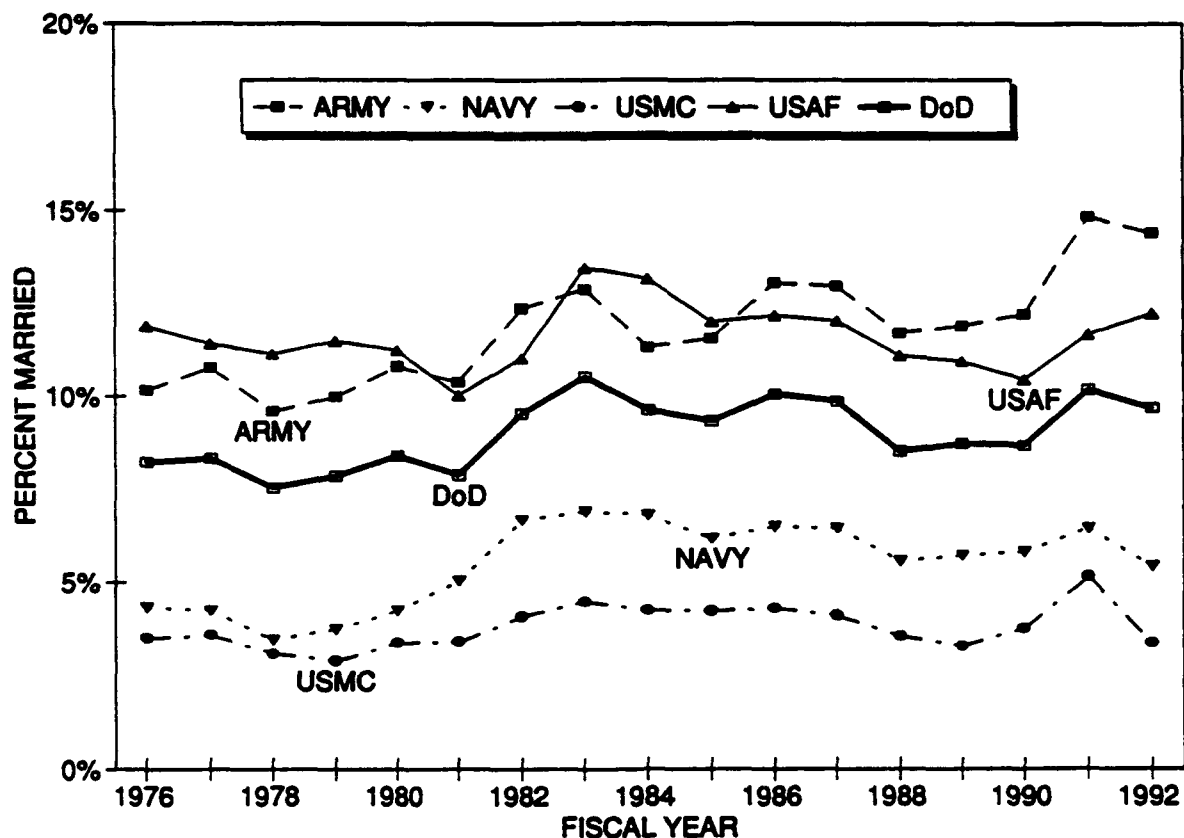
²³ See Congressional Budget Office, *Social Representation in the U. S. Military* (Washington, DC, 1989), p. 54.

²⁴ *Youth Attitude Tracking Study 1991: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-11.

Marital Status. The majority of accessions are young high school graduates and the military is often their first full-time job. Thus, very few are married. In FY 1992, 9 percent of male and 13 percent of female recruits were married, compared to 56 and 46 percent of male and female enlisted members, respectively. Table 2.10 compares marriage rates in the Services with 18- to 24-year-old civilians in the labor force. Civilians were more likely to be married than accessions (20 versus 10 percent). Within the Services, Army recruits had the greatest rate of marriage (14 percent) and the Marine Corps had the lowest rate (3 percent). Figure 2.9 shows marital status trends for FYs 1976 to 1992 by Service.

Table 2.10. Marital Status of FY 1992 Active Component NPS Accessions, by Gender and Service, and Civilians 18-24 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-24 Year-Old Civilians
Males	13.6	5.3	3.4	12.4	9.2	15.8
Females	18.6	6.8	3.9	11.7	12.8	24.8
Total	14.4	5.5	3.4	12.3	9.7	20.0

Also see Appendix Table B-2 (Marital Status by Age and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.



Also see Appendix Table F-8 (Marital Status by Service and Fiscal Year).

Figure 2.9. Marital status trends by Service, FYs 1976-1992.

Geography. The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force.²⁵ However, as Figure 2.9 illustrates, some substantial shifts have taken place. The percentage of accessions from the Northeast dropped seven points from a high of 22 percent in FY 1977 to 15 percent in FY 1992. Concomitantly, the proportion of accessions from the South increased nine percentage points, from 33 percent in FY 1982 to 42 percent in FY 1992.

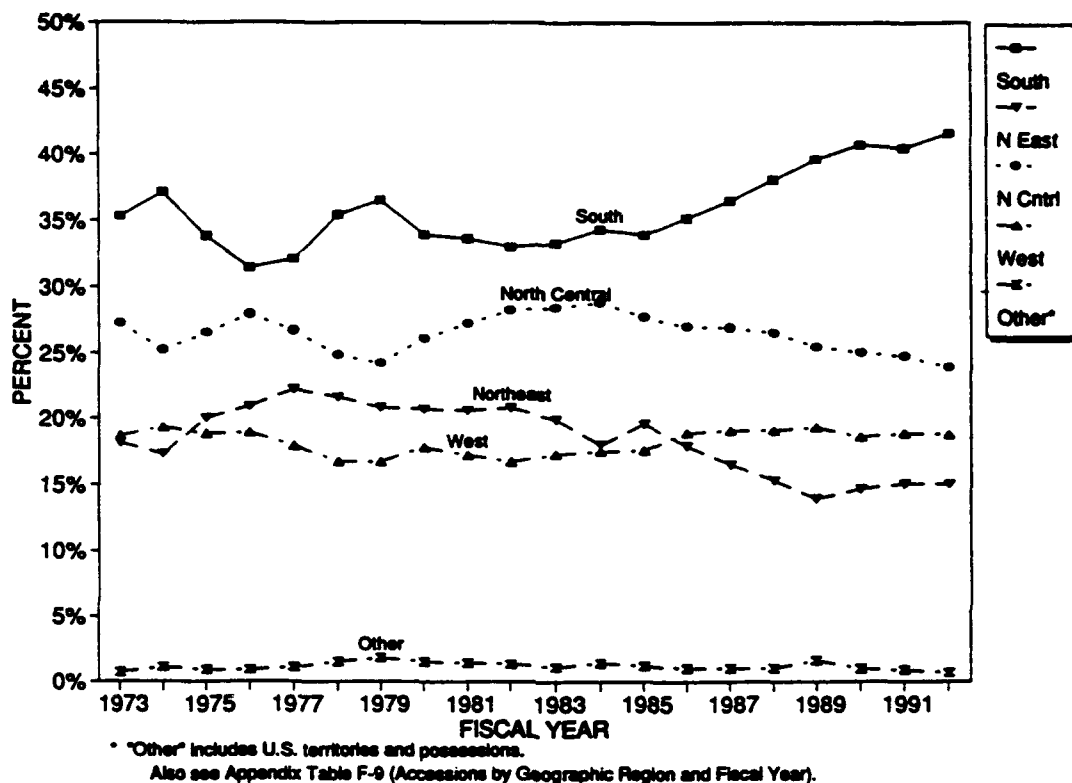


Figure 2.10. NPS accessions by geographic region, FYs 1973-1992.

Changes in geographical representation are related to factors such as shifts in demographic patterns, unemployment, college enrollment, and employment compensation rates which vary widely across regions of the country.²⁶ Obviously, no one factor can explain variations in enlistment rates between different sections of the country; they are more likely attributable to a wide array of economic, social, and demographic factors.

²⁵ Department of Defense, *Population Representation in the Active Duty Military Services; Fiscal Year 1984* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Installations, and Logistics], June 1985), p. II-4. Also see Cooper, R.V.L., *Military Manpower and the All-Volunteer Force* (Santa Monica, CA: RAND Corporation, September 1977), p. 222.

²⁶ Kostiuk, P.F., *Geographic Variations in Recruiting Market Conditions* (Alexandria, VA: Center for Naval Analyses, 1989).

Table 2.11 presents FY 1992 accession statistics by region, division, and state. The third and fourth columns show the percentages of accessions and percentages of the 18 to 24 year-old civilian population in each area. The fifth column presents military/civilian representation ratios -- the percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as of the youth population -- for example, 8 percent of all recruits and 8 percent of all youth aged 18-24. A ratio of less than 1.00 means that relatively few youths in an area enlist in the military, while a ratio of more than 1.00 indicates above average market penetration. The last two columns of the table present the percentages of high-quality accessions (high school graduates in AFQT Categories I-III A) and mean AFQT score for each area. Figure 2.11 shows the representation ratios by state.

The South Region had the greatest ratio of enlistees (1.2), with only Maryland, Tennessee, and the District of Columbia having ratios less than one. The West South Central and South Atlantic divisions had the strongest representation (1.3 and 1.2, respectively). The Northeast Region had the lowest ratio (.8), with Massachusetts, Rhode Island, Connecticut, and New Jersey having representation ratios among the lowest in the country. New Hampshire and Maine had ratios greater than one. The North Central Region had six states with ratios at or higher than one, and six slightly lower than one. The ratios ranged from .8 in Wisconsin and Minnesota to 1.3 in South Dakota. West Region ratios ranged from .6 in Utah to 3.0 in Wyoming. While Utah's ratio was among the lowest in the nation, its influence on the region's total was minor due to its small youth population (less than one percent of the nation's 18- to 24-year-olds). The same was true of Wyoming which, relative to its size, provided more military accessions than any other state in the country. California, on the other hand, had slightly more than 12 percent of the U.S. youth population and therefore dominated the statistics. California's 1992 ratio was .7. By comparison, Texas, with the second largest youth population (7 percent of 18- to 24-year-olds), had a ratio of 1.2.

The sixth column of Table 2.11 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 1992. The proportion of high-quality accessions by region ranged from a low of 73 percent in the South and West to a high of 75 percent in the Northeast. Differences across divisions were somewhat larger. Eight percentage points separated the East South Central and New England divisions. Differences by state were larger, ranging from 54 percent in the District of Columbia to 81 percent in Montana. The South Region contributed the largest proportion of the total number of FY 1992 recruits. However, fewer of the accessions from the southern states were high-quality recruits, compared to accessions from the other regions.

The last column of Table 2.11 shows the mean AFQT score by each geographical area. These youth should not be presumed to be representative of the communities or school systems from which they are drawn. Occasionally interest has been expressed in using AFQT scores as an indicator of the performance of state educational systems. AFQT statistics are not particularly useful for this purpose for several reasons. As a sample of youth in a state, ASVAB test-takers reflect a number of selection biases, the total effect of which is unknown. Those who take the test as part of the enlistment process exclude many

**Table 2.11. Selected Statistics for FY 1992 NPS Accessions by
Region, Division, and State with Children 18-24 Years Old**

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Representa- tion Ratio	Percent of High- Quality Accessions*	Mean APQT Score
NORTHEAST REGION	30,285	15.1	19.8	0.8	75.3	63.3
<i>New England Division</i>	<i>7,981</i>	<i>4.0</i>	<i>5.4</i>	<i>0.7</i>	<i>77.3</i>	<i>64.1</i>
Maine	1,354	0.7	0.5	1.4	79.4	65.3
New Hampshire	1,102	0.6	0.4	1.5	80.9	66.4
Vermont	449	0.2	0.2	1.0	80.2	65.3
Massachusetts	3,031	1.5	2.6	0.6	76.8	63.6
Rhode Island	494	0.2	0.4	0.5	71.9	62.5
Connecticut	1,551	0.8	1.4	0.6	75.0	62.7
<i>Middle Atlantic Division</i>	<i>22,304</i>	<i>11.1</i>	<i>14.4</i>	<i>0.8</i>	<i>74.5</i>	<i>63.1</i>
New York	10,125	5.1	6.7	0.8	74.8	63.2
New Jersey	3,506	1.8	3.2	0.6	73.1	62.6
Pennsylvania	8,673	4.3	4.5	1.0	74.8	63.0
NORTH CENTRAL REGION	48,191	24.1	24.3	1.0	73.7	63.0
<i>East North Central Division</i>	<i>34,553</i>	<i>17.3</i>	<i>17.0</i>	<i>1.0</i>	<i>72.4</i>	<i>62.4</i>
Ohio	10,164	5.1	4.5	1.1	72.3	61.9
Indiana	4,623	2.3	2.2	1.0	74.6	63.3
Illinois	8,016	4.0	4.6	0.9	71.1	61.7
Michigan	8,466	4.2	4.0	1.0	70.9	62.2
Wisconsin	3,284	1.6	2.1	0.8	77.0	64.9
<i>West North Central Division</i>	<i>13,638</i>	<i>6.8</i>	<i>7.3</i>	<i>0.9</i>	<i>76.9</i>	<i>64.4</i>
Minnesota	2,536	1.3	1.6	0.8	77.2	65.5
Iowa	2,138	1.1	1.2	0.9	79.2	65.5
Missouri	4,553	2.3	2.4	1.0	75.1	63.1
North Dakota	484	0.2	0.3	0.7	79.3	65.5
South Dakota	725	0.4	0.3	1.3	76.4	63.7
Nebraska	1,398	0.7	0.6	1.2	74.2	63.7
Kansas	1,804	0.9	1.0	0.9	79.9	65.2
SOUTH REGION	83,919	1.9	34.7	1.2	72.5	61.4
<i>South Atlantic Division</i>	<i>41,490</i>	<i>20.7</i>	<i>17.2</i>	<i>1.2</i>	<i>72.5</i>	<i>61.8</i>
Delaware	521	0.3	0.2	1.5	78.3	63.7
Maryland	3,280	1.6	2.1	0.8	71.7	61.9
D.C.	226	0.1	0.2	0.5	54.0	53.1
Virginia	5,772	2.9	2.7	1.1	75.3	63.0
West Virginia	2,184	1.1	0.8	1.4	70.7	60.2
North Carolina	6,488	3.2	2.7	1.2	69.1	60.5
South Carolina	3,809	1.9	1.5	1.3	69.0	59.7
Georgia	6,293	3.1	2.3	1.4	71.2	60.2
Florida	12,917	6.5	4.8	1.4	75.2	63.5
<i>East South Central Division</i>	<i>14,552</i>	<i>7.3</i>	<i>6.5</i>	<i>1.1</i>	<i>69.5</i>	<i>59.7</i>
Kentucky	3,405	1.7	1.5	1.1	72.1	61.4
Tennessee	4,284	2.1	2.3	0.9	71.5	60.7
Alabama	4,323	2.2	1.6	1.4	69.0	59.1
Mississippi	2,540	1.3	1.1	1.2	63.5	56.8
<i>West South Central Division</i>	<i>27,877</i>	<i>13.9</i>	<i>11.0</i>	<i>1.3</i>	<i>73.9</i>	<i>61.6</i>
Arkansas	2,522	1.3	0.9	1.4	69.6	59.9
Louisiana	4,535	2.3	1.8	1.3	70.5	59.0
Oklahoma	3,341	1.7	1.2	1.4	74.1	62.0
Texas	17,479	8.7	7.0	1.2	75.4	62.5

(Continued)

**Table 2.11. Selected Statistics for FY 1992 NPS Accessions by
Region, Division, and State with Civilians 18-24 Years Old (continued)**

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Representa- tion Ratio	Percent of High- Quality Accessions*	Mean AFQT Percentile
WEST REGION	37,868	18.9	21.3	0.9	73.0	63.3
<i>Mountain Division</i>	<i>12,804</i>	<i>6.4</i>	<i>5.2</i>	<i>1.2</i>	<i>74.8</i>	<i>63.7</i>
Montana	1,004	0.5	0.3	1.7	81.2	66.1
Idaho	1,020	0.5	0.4	1.3	78.6	65.7
Wyoming	594	0.3	0.1	3.0	75.3	64.4
Colorado	3,117	1.6	1.1	1.5	75.9	64.0
New Mexico	1,593	0.8	0.6	1.3	72.6	61.5
Arizona	3,472	1.7	1.3	1.3	75.5	63.3
Utah	936	0.5	0.9	0.6	65.0	63.2
Nevada	1,068	0.5	0.5	1.0	71.7	63.9
<i>Pacific Division</i>	<i>25,064</i>	<i>12.5</i>	<i>16.1</i>	<i>0.8</i>	<i>72.1</i>	<i>63.1</i>
Washington	4,063	2.0	2.3	0.9	76.3	65.3
Oregon	2,802	1.4	1.0	1.4	78.1	65.9
California	17,383	8.7	12.2	0.7	70.2	62.1
Alaska	371	0.2	0.2	1.0	78.7	65.9
Hawaii	445	0.2	0.3	0.7	62.7	58.7
TOTAL (50 STATES + D.C.)	200,263**	100.0	100.0	1.0	69.7	62.4
<p>* High-quality accessions are high school graduates who score at or above the 50th percentile on the AFQT. This column is the number of high-quality accessions in area divided by the total number of accessions in area.</p> <p>** Does not include 1,359 recruits from the territories and unknowns.</p> <p>Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.</p>						

who intend to enroll in college, prospects who fail the enlistment screening test, and those who do not have an interest in military enlistment. Even without the biases, it would be difficult to determine how much the test scores reflect differences in school performance from state to state, or how much they reflect other state characteristics, such as social composition and economic conditions. In sum, while the ASVAB is an excellent instrument for the purposes for which it was designed, it does not provide valid state-by-state performance data.

Nevertheless, AFQT scores by state may be of interest for purposes other than assessing school system performance. The AFQT figures in Table 2.11 reflect the mean AFQT scores for accessions in each state. A score of 50 is the median for all test-takers; the mean scores displayed are all above 50 because low-scoring applicants were screened out.

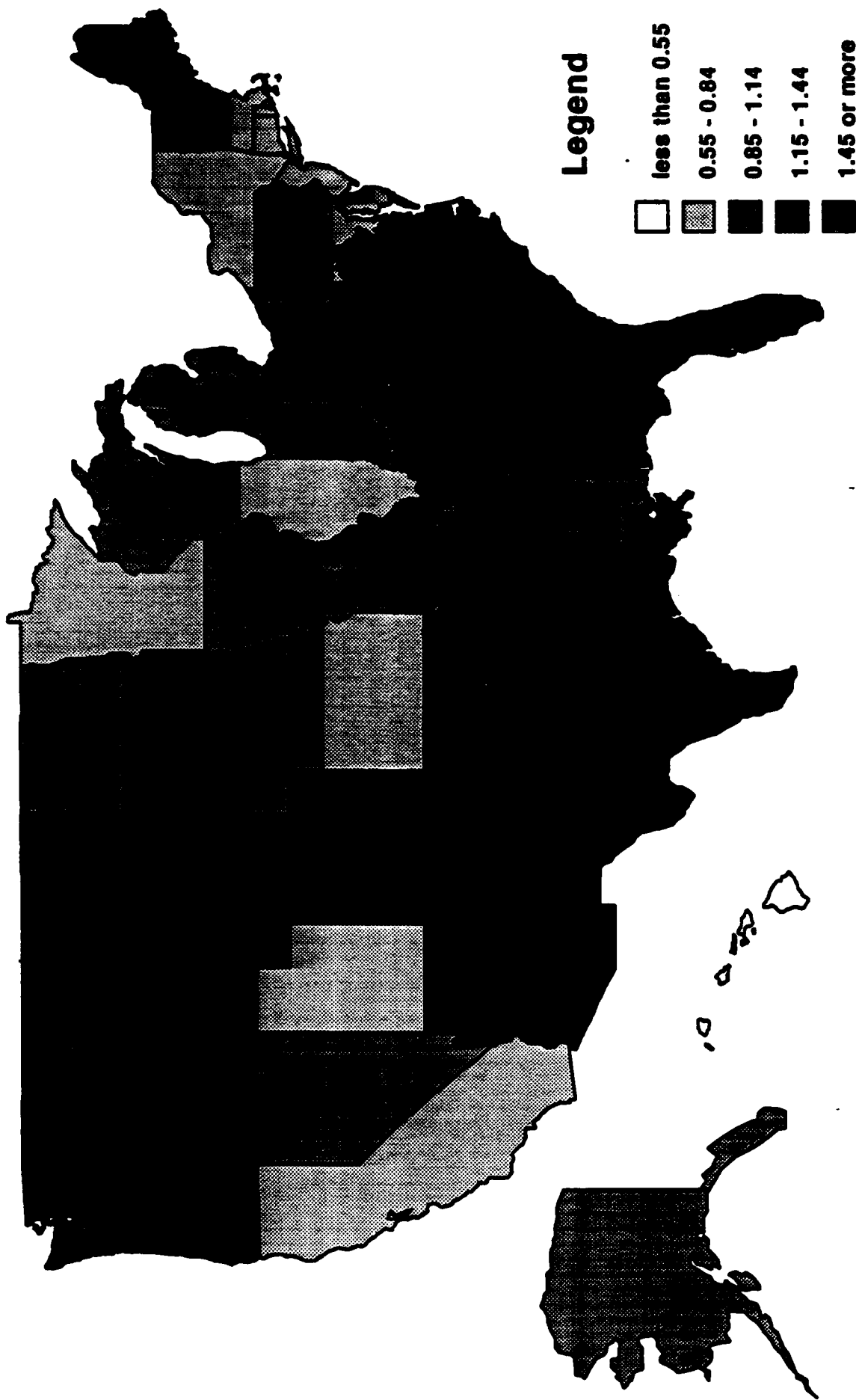


Figure 2.11. Representation ratios for FY 1992 NPS accessions by state (% NPS accessions/% civilians 18-24).

Chapter 3

SOCIOECONOMIC STATUS OF ENLISTED ACCESSIONS

Differing viewpoints on the socioeconomic status of accessions have been the basis for serious debates regarding the viability of the All-Volunteer Force. While the concern that the volunteer military would recruit primarily from the lower economic and social levels does not appear to be true,¹ it is important to understand the socioeconomic composition of the military. This chapter reviews issues surrounding these aspects of the military and provides data on the social background of a sample of FY 1992 recruits.

Socioeconomic Status in Perspective

Imbalances in socioeconomic representation in the military often have been a controversial social and political issue. In debate over the establishment of the volunteer force, opponents argued that it would lead to a military composed of those from poor and minority backgrounds, forced to turn to the military as an employer of last resort. Some critics anticipated that the consequences would be not only inequitable, but dangerous. They argued that by recruiting primarily from an underclass, the volunteer force would create a serious cleavage between the military and the rest of society.²

The belief that the enlisted military drew recruits primarily from lower socioeconomic groups was a major element in proposals for either a return to conscription or some form of national service program that would draw all classes into military or civilian service. The philosophical basis for these proposals was the conviction that all social classes should contribute their share to the national defense. A 1988 report by the Democratic Leadership Council stated, "We cannot ask the poor and under-privileged alone to defend us while our more fortunate sons and daughters take a free ride, forging ahead with their education and careers."³

Many of the assertions about the class composition of the military have been based on impressions and anecdotes rather than on empirical data. Three systematic analyses of the socioeconomic composition of accessions have been made during the volunteer period. All found that members of the military tended to come from backgrounds that were somewhat lower in socioeconomic status than the U.S. average, but that the differences

¹ Cooper, R.V.L., *Military Manpower and the All-Volunteer Force* (Santa Monica, CA: RAND Corporation, 1977).

² See, for example, Janowitz, M., "The All Volunteer Military as a Socio-Political Problem," *Social Problems* (February 1975), pp. 432-449.

³ Democratic Leadership Council, *Citizenship and National Service: A Blueprint for Civic Enterprise* (Washington, DC: May 1988), p. 25.

between the military and the comparison groups were relatively modest.⁴ While the socioeconomic status of recruits is slightly lower than the general population, today's recruits have higher levels of education and reading skills than their civilian counterparts.

Operation Desert Shield revived the notion that Blacks would bear a disproportionate share of fighting and dying in future wars. The Chairman of the House Committee on Armed Services stated, "The...Committee spent some considerable time on this [issue] and came to a rather surprising conclusion about it. It's not true."⁵ A related report concluded that the volunteer system provided quality enlistees; that minorities would not bear a much heavier burden of combat; and that a draft would neither be as fair nor produce a force as high in quality as the current system.⁶ The report indicated that a draft would lead to a less educated, less motivated, and less competent force, even though it might be more representative of the upper and lower social strata.

Defining Socioeconomic Status

Although the term "socioeconomic status" is used frequently, there is no general consensus as to exactly how to define and measure this construct. Often, measures cited in the literature are those of convenience or availability (e.g., race, zip code). In general, socioeconomic status is defined as an indicator of economic and social position.⁷

Research suggests that occupation is the best single indicator of socioeconomic position.⁸ However, including additional information, such as education and income, can increase explained variance in the measure of social class. In addition, different items may assess unique dimensions of socioeconomic status, which together may represent the construct more completely.⁹ The variables traditionally used to assess social standing are

⁴ See (1) Cooper, R.V.L., *Military Manpower and the All Volunteer Force* (Santa Monica, CA: RAND Corporation, September 1977), pp. 223-250; (2) Fredland, J.E. and Little, R.D., *Socioeconomic Characteristics of the All Volunteer Force: Evidence from the National Longitudinal Survey, 1979* (Annapolis, MD: U.S. Naval Academy, 1982); (3) Fernandez, R.L., *Social Representation in the U.S. Military* (Washington, DC: Congressional Budget Office, October 1989).

⁵ Aspin, L., Chairman, House Committee on Armed Services, *The All Volunteer Force: Assessing Fairness and Facing the Future*, before the Association of the U. S. Army, Crystal City, VA, April 26, 1991.

⁶ Aspin, L., *All Volunteer: A Fair System, A Quality Force* (Washington, DC: Chairman, House Committee on Armed Services, April 26, 1991).

⁷ Stawarski, C.A. and Boesel, D., *Representation in the Military: Socioeconomic Status* (Alexandria, VA: Human Resources Research Organization, 1988).

⁸ Powers, M.G., "Measures of Socioeconomic Status: An Introduction," in M.G. Powers (ed.), *Measures of Socioeconomic Status: Current Issues* (Boulder, CO: Westview, 1981), pp. 1-28.

⁹ Nam, C.B. and Terrie, E.W., "Measurement of Socioeconomic Status from United States Census Data," in M.G. Powers (Ed.), *Measures of Socioeconomic Status: Current Issues* (Boulder, CO: Westview, 1981), pp. 29-42.

education, occupation, and income; additional measures include employment status, possessions, and presence of reading materials in the home.¹⁰

Measuring Socioeconomic Status

Reporting of socioeconomic representation in the annual *Population Representation in the Military Services* report to Congress began in 1987. However, there were no reliable data to report at that time. Available data included the zip code of a recruit's current address and associated statistics from census data. While this type of data is useful for demographic trend analysis and advertising and marketing analysis, it is not reliable for comparing socioeconomic representation in the military to that of the general population. For example, applicants and recruits may not come from the background indicated by the zip code for their current address (i.e., these individuals may move away from home to go to college or to work).¹¹ Thus, the report for FY 1986 documented efforts to develop a survey to collect information that could be used to assess social representation issues in the military.

The Survey of Recruit Socioeconomic Backgrounds, first administered in March 1989, is currently administered on a continuing basis at Recruit Training Centers. Participants answer questions about their parents' education, employment status, occupation, and home ownership. While income is a widely used measure of socioeconomic status, research provides evidence that recruit-aged youths are not accurate at estimating their parents' income.¹² Thus, home ownership is included as a proxy for income.

Several researchers have devised a summary statistic for socioeconomic status.¹³ The socioeconomic index (SEI), derived from predicted prestige scores based on levels of income and education within occupations, is another means of defining socioeconomic status. SEI scores can be calculated using occupation information reported in the survey. In this report, the two most recent index scores are used -- one for the total population and one for the male population.

Each year, the Survey of Recruit Socioeconomic Backgrounds is administered to randomly selected recruits. Over time, the survey data will enable DoD to assess the socioeconomic composition of the active enlisted force as well as of accessions. This chapter gives the results of a survey of approximately 12,500 FY 1992 accessions who provided information on the marital status, education, employment, and occupation of their parents. The FY 1992 survey requested information on the parents with whom the recruit was last

¹⁰ Department of Defense, *Population Representation in the Military Services: Fiscal Year 1986* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], 1987).

¹¹ Ibid.

¹² Ibid.

¹³ Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, vol. 14 (1985), pp. 142-168.

living, whether they were biological parents, stepparents, or other legal guardians. Throughout this discussion, these will be referred to as "recruit or DoD parents."

For civilians, similar information is collected by the Bureau of Census. These measures include: marital status, highest level of education, home ownership, employment status, and occupation. For comparison, information is provided for parents of civilian youth between the ages of 14 and 21, inclusive, who were living at home. These data are taken from the Current Population Survey (CPS), an ongoing survey conducted by the Bureau of the Census for the Bureau of Labor Statistics.¹⁴ They will be referred to as "CPS parents."

Socioeconomic Status of Enlisted Accessions and Civilians

The remainder of this chapter presents the results of the 1992 recruit survey and comparison data from the CPS. These data provide several measures of socioeconomic status, including the SEI scores.

Marital status. Almost 89 percent of recruit fathers and 75 percent of recruit mothers were married at the time of the recruits' enlistment, as were most of the CPS parents (Table 3.1). CPS parents were somewhat more likely to be married than parents of recruits. For both CPS and recruit populations, mothers were less likely to be married than fathers. Parents of Air Force recruits were somewhat more likely to be married than parents of other recruits. Further, Air Force mothers were more likely to be married than were CPS mothers.

Table 3.1. Parents Who Are Married, by Gender of Parents and Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent)						
Gender of Parent	Army	Navy	Marine Corps	Air Force	DoD	CPS
Male	88.1	88.9	89.5	90.0	88.9	91.4
Female	72.4	75.5	73.5	79.2	74.7	75.4
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.						

Education. The education level most representative of both DoD and CPS parents was high school graduate, with 34 percent of recruits' fathers and 40 percent of recruits' mothers included (Tables 3.2 and 3.3). Across all Services, parents of recruits were more likely than CPS parents to have attended college without earning a college degree, while CPS parents were somewhat more likely to hold at least a college degree (28 versus 20

¹⁴ To facilitate comparison between the military and civilian data sets, the CPS data were weighted to match the military data in terms of age. CPS sample weights were ratio-adjusted to age distributions, in 5-year intervals, of recruits' parents. The adjusted CPS data contain the same percent of male parents 40-44 as the military data set. When sample sizes are large, small differences in magnitude can be statistically significant. For these comparisons, any difference greater than one percentage point is statistically significant.

percent for CPS and recruit male parents, respectively, and 19 versus 15 percent, respectively, for CPS and recruit female parents).

Table 3.2. Education of Male Parents, by Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent at Each Education Level)						
Highest Level of Education	Army	Navy	Marine Corps	Air Force	DoD	CPS
Less than HS Graduate	21.0	18.0	21.9	16.2	19.4	16.2
HS Graduate	33.1	34.3	34.0	34.9	33.9	33.4
Some College (No 4-Yr. Degree)	25.7	26.9	24.0	28.3	26.3	22.1
College Graduate*	20.3	20.8	20.0	20.7	20.4	28.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * College graduate includes "greater than college graduate" level. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.						

Table 3.3. Education of Female Parents, by Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent at Each Education Level)						
Highest Level of Education	Army	Navy	Marine Corps	Air Force	DoD	CPS
Less than HS Graduate	20.4	17.5	19.7	15.2	18.5	16.6
HS Graduate	38.9	39.3	40.1	41.6	39.7	40.5
Some College (No 4-Yr. Degree)	25.7	27.5	25.0	29.0	26.7	24.0
College Graduate*	15.1	15.7	15.2	14.2	15.1	18.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * College graduate includes "greater than college graduate" level. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.						

Across the Services, parents of Navy and Air Force recruits tended to have higher levels of education than parents of the other recruits. Both mothers and fathers of Marine Corps recruits had the lowest percentages of college attendance. Approximately 28 percent of Air Force fathers and 29 percent of Air Force mothers had at least some college.

Twenty-one percent of Navy and Air Force fathers and 20 percent of Army and Marine Corps fathers had at least a 4-year college degree. Among mothers, the percentage

of those of the Navy recruits who had at least a 4-year college degree was 16 percent, those of the Army and Marine Corps 15 percent, and the Air Force 14 percent.

The socioeconomic status of children and adolescents is closely related to mothers' education, fathers' education, average family income, and fathers' occupational status. Analysis of data collected for the Profile of American Youth study showed that mothers' education approximated the effects of all four variables.¹⁵ Thus, the measure of recruit mothers' education becomes important as an indicator of high-quality recruits. Approximately 27 percent of recruit mothers accrued some college credits, while 15 percent earned a college degree or better.

Home ownership. The percentage of both CPS mothers and fathers who owned homes was higher than for those in the Armed Services (Table 3.4). Within the Service categories, both mothers and fathers were more likely to be renting if their child enlisted into the Army. CPS fathers were less likely to rent than DoD fathers, except for fathers with a child in the Air Force. CPS parents were much less likely than DoD parents to have housing arrangements other than buying or renting.

Table 3.4. Parents in "Owned" Residence, by Gender and Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent)						
Residence	Army	Navy	Marine Corps	Air Force	DoD	CPS
MALES						
Own	74.8	78.7	78.1	80.3	77.5	82.8
Rent	20.1	17.3	18.0	15.6	18.1	16.0
Other	5.1	4.0	3.9	4.1	4.4	1.2
FEMALES						
Own	69.0	73.8	72.9	75.6	72.3	75.8
Rent	26.1	22.1	23.2	20.4	23.4	23.0
Other	4.9	4.0	3.9	4.0	4.3	1.2
Columns may not sum to 100 percent due to rounding. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.						

Employment status. More CPS fathers were employed than DoD recruit fathers.¹⁶ Table 3.5 reports, by Service, the rates of fathers and mothers who were employed. An explanation of levels of employment, particularly those for fathers, is in order. In the CPS,

¹⁵ Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), *Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery* (Washington, DC, March 1982), pp. 40-42.

¹⁶ The recruit survey asks recruits whether the parent is currently working at a paid job, in a business, or on a farm, while the CPS asks whether the individual was employed in the last week. Thus, comparisons of employment rates from the two data sets must be interpreted with caution.

the civilian labor force is defined as all employed and unemployed civilians 16 years and over."¹⁷ Unemployed, however, is limited to those civilians who made a specific effort to find a job within the past four weeks. All other persons are "not in the labor force." For this report, civilian comparison employment computations are based on the non-institutionalized population, 16 years and over, including those not in the labor force.¹⁸ The three employment categories (employed, unemployed, not in the labor force) are included because recruits' parents represent the total population, not just the defined "labor force."

Inter-Service differences in fathers' employment were small, from 87 percent for Air Force fathers to 82 percent for Army fathers. The differences were similar for mothers, with the difference ranging from 74 percent for mothers of Marine Corps recruits to 68 percent for Army recruits' mothers.

Table 3.5. Employed Parents, by Gender and Service, of FY 1992 Active Component NPS Recruits with Civilian Comparison Group (Percent)						
Gender of Parent	Army	Navy	Marine Corps	Air Force	DoD	CPS
Male	82.0	84.7	86.2	86.8	84.3	86.5
Female	68.1	70.4	73.7	71.7	70.3	69.0
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.						

Occupation.¹⁹ Table 3.6 compares the occupations of recruit and CPS parents. These data show that recruit parents were underrepresented in management and the professions. Conversely, they were overrepresented in a number of craftsmen and blue-collar occupations. Differences between mothers of recruits and the CPS group were smaller than those between the fathers.

Socioeconomic index scores. Socioeconomic index scores reflecting the education, income, and prestige associated with different occupations were computed from responses

¹⁷ See *Bureau of the Census, Statistical Abstract of the United States: 1992* (Washington, DC: Government Printing Office, 1992), p. 378, for a detailed explanation of labor force employment categories and the component parts of each category.

¹⁸ Approximately 16 percent each of recruits' mothers and fathers, 10 percent of CPS fathers, and 28 percent of CPS mothers were reported as "not in the labor force."

¹⁹ To determine occupation, recruits selected one of 15 categories to best describe their parents' jobs. CPS respondents provided open-ended descriptions of primary occupation. The descriptions were manually coded to 3-digit Census occupation codes, which were then collapsed into 13 major Census categories. The 15 recruit categories were combined to match the 13 Census categories.

to DoD and CPS surveys. Stevens and Cho²⁰ developed such scores for each 3-digit occupation code in the 1980 Census, revising earlier work by Duncan, and Featherman, et al.²¹ Two sets of scores were developed -- one for the total labor force and one for the male labor force, called the Total Socioeconomic Index (TSEI) and the Male Socioeconomic Index (MSEI), respectively. As there is no female-specific socioeconomic index, TSEI scores are reported for CPS and DoD mothers, while MSEI scores are reported for all fathers.

Table 3.6. Parents of FY 1992 Active Component Recruits in Each Occupational Category, by Gender, with Civilian Comparison Group (Percent)				
Occupation*	Male Parents		Female Parents	
	DoD	CPS	DoD	CPS
Executive, Administration, & Managerial	15.6	17.9	10.7	11.7
Professional	7.0	13.8	13.9	17.3
Technicians & Related Services	5.0	2.9	4.4	3.7
Sales	6.8	10.5	7.9	10.4
Clerical & Administrative Support	3.8	5.3	30.2	28.2
Protective Services	4.3	2.6	0.9	0.5
Other Service Occupations	3.5	4.2	16.6	15.0
Farming, Forestry, & Fishing	3.2	3.6	0.9	1.2
Precision Production, Craft, & Repair	25.2	20.8	2.0	2.5
Machine Operators	7.3	7.1	5.0	6.8
Transportation	8.1	8.0	1.2	1.1
Handlers, Helpers, Laborers	6.0	3.6	5.9	1.6
Military	4.1	**	0.5	**
Total	99.9	100.3	100.1	100.0
Columns may not sum to 100 percent due to rounding.				
* Those classified as employed in private households and those not classified are excluded.				
** Less than one-tenth of one percent.				
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April - September 1992.				

²⁰ Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, vol. 14 (1985), pp. 142-168.

²¹ See Duncan, O.D., "A Socioeconomic Index for All Occupations," in A.J. Reiss, Jr. (Ed.), *Occupations and Social Status* (New York, NY: Free Press, 1981), pp. 139-161. Also, Featherman, D.L., Jones, F.L., and Hauser, R.M., "Assumptions of Social Mobility Research in the U.S.: The Case of Occupational Status," *Social Science Research*, vol. 4 (1985), pp. 329-360.

The recruit population (DoD) is a subset of the general population (CPS). Parents of recruits were representative of the general population with regard to measures of educational level, home ownership, and marital status. However, the SEI scores showed that the parents of recruits were overrepresented at certain levels of socioeconomic status. Figure 3.1 shows the relationship of DoD fathers' MSEI scores to those of CPS fathers at several percentiles. Figure 3.2 relates TSEI scores for mothers from recruit and civilian surveys.

The MSEI scores ranged from 12 to 89. Up to the 25th percentile, the DoD and CPS distributions were equivalent; however, the distributions diverged above the 25th percentile. Over 50 percent of the DoD fathers' MSEI were in the range 20-40, while a substantially smaller proportion of CPS fathers had scores in this range. Other differences were seen at the upper end of the distributions. Only 10 percent of DoD fathers' MSEI scores were above 56, while more than 25 percent of the CPS distribution was in that range. Thus, although there was little difference between the DoD and CPS distributions at the lowest levels of MSEI, the DoD distribution overrepresented moderately low MSEI scores, and underrepresented the highest MSEI scores, when compared to the civilian population. The distribution of mothers' TSEI scores showed a similar pattern; TSEI scores ranged from 14 to 91.

Figure 3.3 shows the representation of DoD parents from each quartile of the general population. As the quartiles divide CPS parents into equal fourths with regard to SEI, DoD parents also might be equally divided among the quartiles. However, the MSEI (comparison index for fathers) percentage from the first quartile was higher than would be expected and from the highest quartile was lower than would be expected. The TSEI (comparison index for mothers) indicates percentages from the lowest quartile were slightly higher than would be expected, much higher in the second quartile, and lower in the third and fourth quartiles. Thus, military recruits were primarily drawn from the lower and middle class, with fairly comparable representation from the second and third quartiles of the population. While not proportional, there was representation of recruits from the highest SEI quartile.

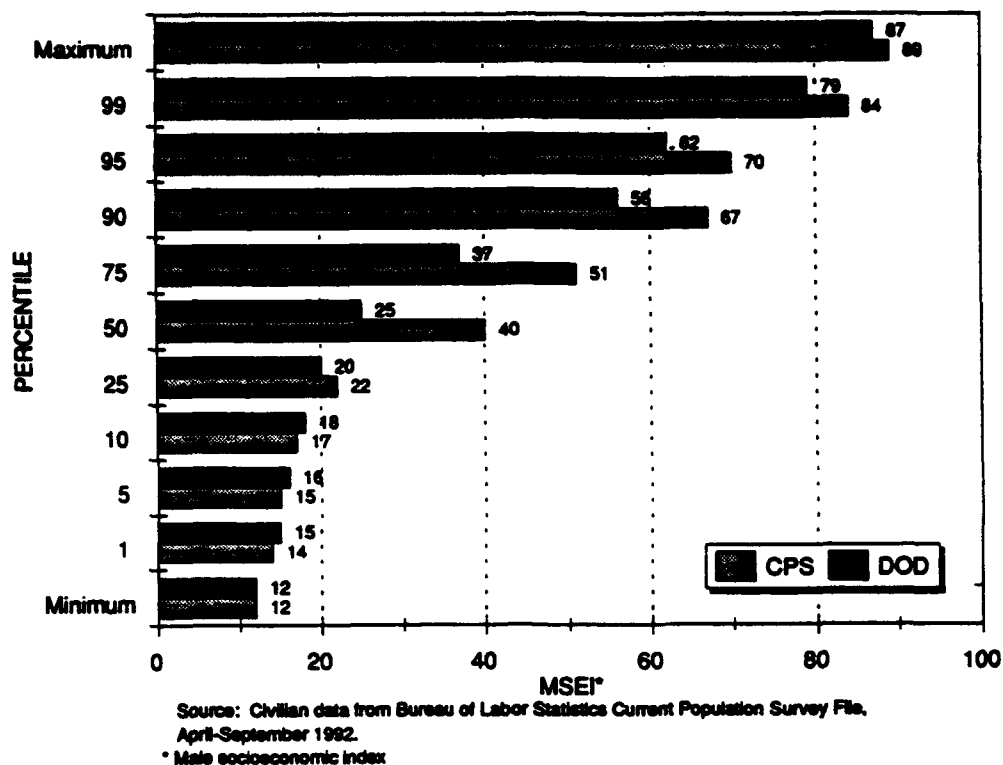


Figure 3.1. Percentile of MSEI distribution for DoD and CPS fathers.

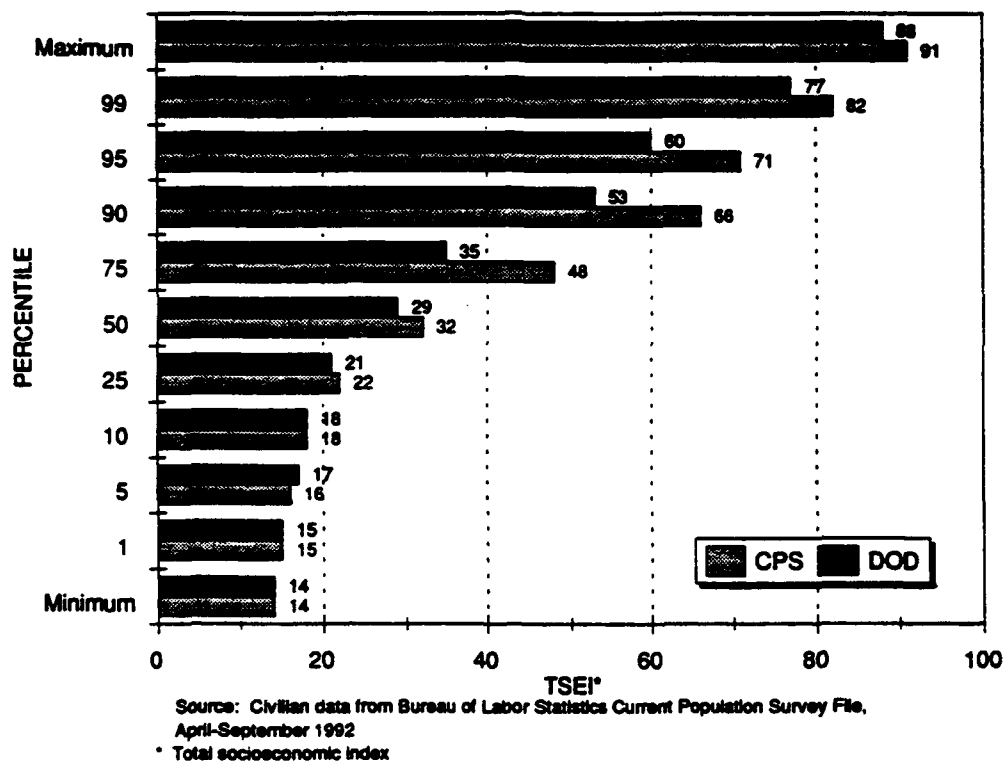
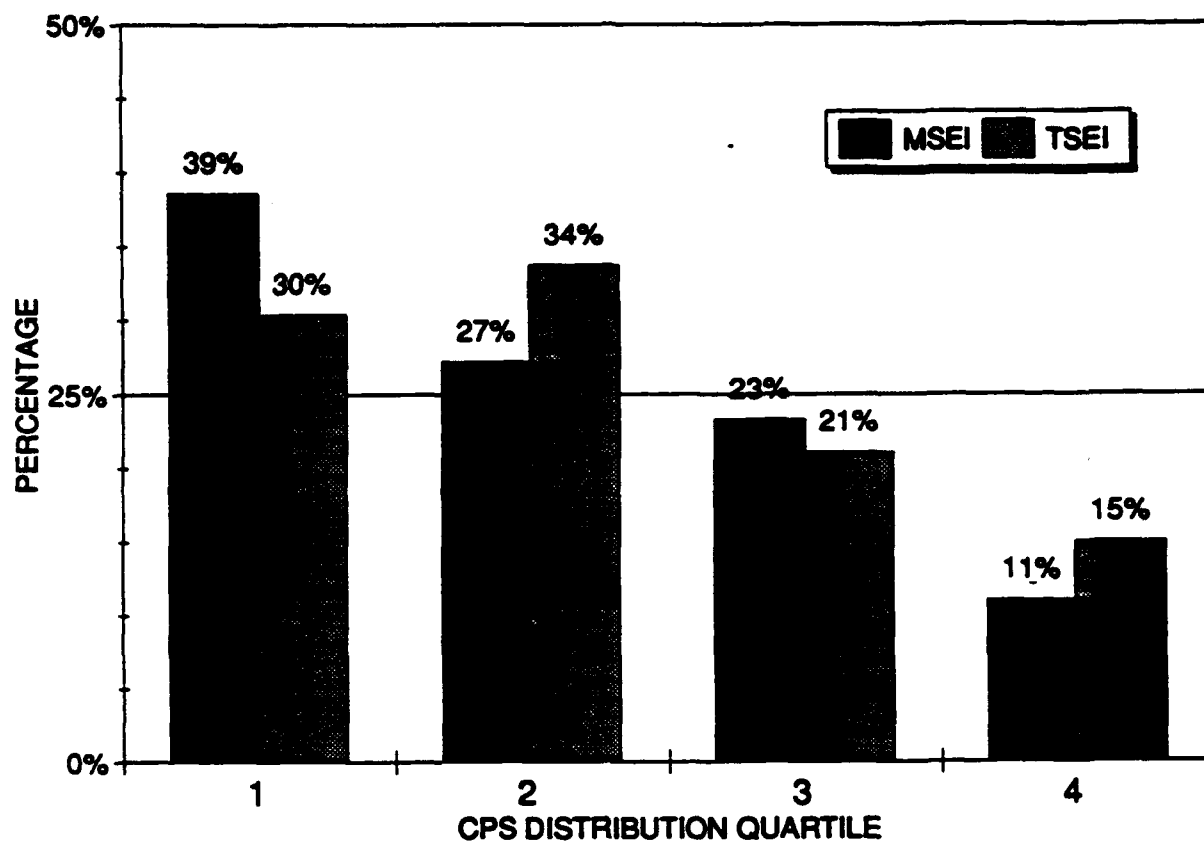


Figure 3.2. Percentile of TSEI distribution for DoD and CPS mothers.



Note. Twenty-five percent of the civilian population is in each quartile. MSEI is the comparison index for fathers and TSEI is the comparison index for mothers.

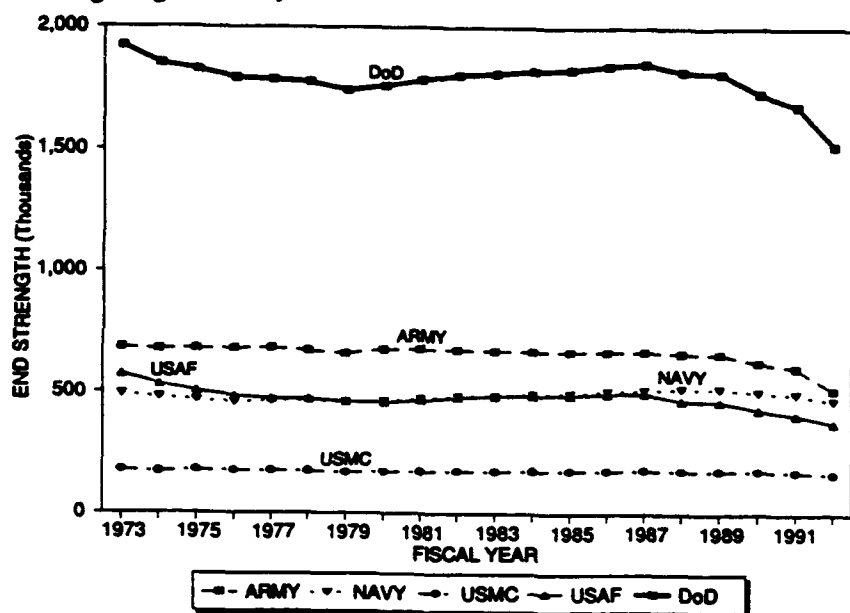
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, April-September 1992.

Figure 3.3. DoD MSEI and TSEI distribution related to CPS distribution quartiles.

Chapter 4

ACTIVE COMPONENT ENLISTED FORCE

DoD continued the scheduled reduction of military forces in FY 1992. At the end of the fiscal year, enlisted force end-strength was 1.52 million, the smallest since 1947-1950 (between World War II and the Korean War) when the enlisted force averaged 1.34 million members. Figure 4.1 displays trend lines for the enlisted force size since FY 1973, and Appendix Table F-15 provides end-strength data by year and by Service for FY 1964 (the last conscription year prior to the Vietnam build-up), and for FYs 1973 through 1992. Although there were concerns that minority and female Service members might be disproportionately affected by the drawdown, the demographic composition of the enlisted force did not change significantly in FY 1992.¹



Also see Appendix Table F-10 (Enlisted Strength by Fiscal Year).

Figure 4.1. Active Component enlisted force end-strength, FYs 1973-1992.

Characteristics of Active Component Enlisted Force

Age. Trained person-years are more important than end-strength when evaluating personnel readiness. Greater proportions of trained person-years reduce training costs and enable the Services to cut recruiting objectives. To gain increased person-years with the same number of Service members, DoD and Service planners increased the mean initial term of enlistment and restructured the mix of first-term and career force personnel over the last decade. In addition to the planned increase in months of service, drawdown targets were met by reducing recruiting objectives.

¹ Throughout this chapter, the Active Component enlisted force is compared with the civilian labor force, ages 18-44, from Bureau of Labor Statistics Current Population Survey File, September 1992.

Figure 4.2 highlights the mean number of months in service per Service member. Mean time in service rose from 67 months in FY 1980 to slightly over 86 months in FY 1992 (an increase of nearly 30 percent). The planned increase in service months combined with the drawdown also resulted in an increase in mean age of the Services' enlisted force to 27 years.

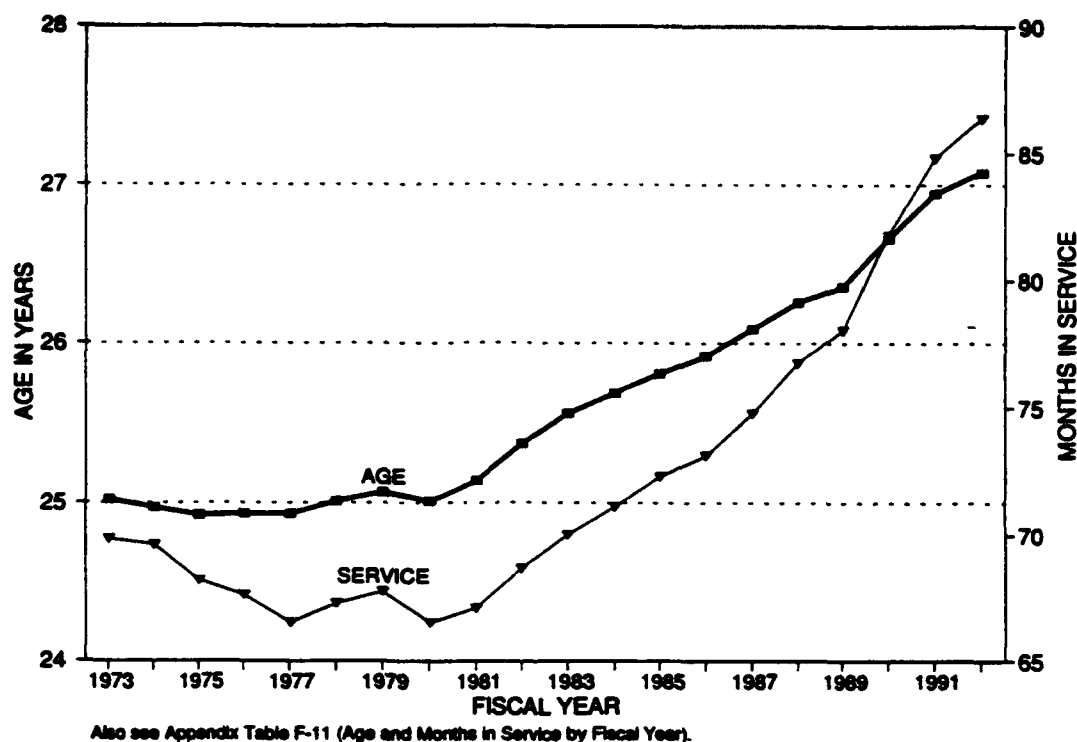


Figure 4.2. Active Component enlisted force average age and months in service, FYs 1973-1992.

Force structure, personnel requirements, retention trends, and personnel policies govern the distribution of Service members by occupation and grade. These factors have resulted in an overall DoD force profile wherein approximately half the force (51 percent) has less than 6 years of service, with slightly less than half (45 percent) having 6 to 19 years, and 4 percent having more than 20 years.² Service differences primarily are the result of retention trends as well as the force structure and personnel requirements needed to support Service-unique roles and missions. Thus, time in service and age data should be interpreted cautiously.

Table 4.1 shows that in FY 1992, 45 percent of the enlisted force was 17-24 years old and 1 percent was older than 44. For those who make the military a career, the 20-year

² See Timenes, N., Jr., *Force Reductions and Restructuring in the United States*, presented to NATO Seminar on Defense Policy and Management, Brussels, Belgium, July 2, 1992. The derived force was based on the distribution by years of service from FY 1987 through FY 1989--a period of stable funding.

retirement option results in many leaving service while in their late 30s and early 40s. In the Army, Navy, and Marine Corps, a large proportion of the enlisted force was under age 25 (46, 47, and 64 percent, respectively). Air Force members were the "oldest" with less than 34 percent under age 25, and almost 7 percent over 39. The Air Force traditionally has older accessions and higher retention rates; its FY 1992 recruit-to-enlisted force ratio was less than 1:11. The ratios for the other Services were approximately 1:5 for the Marine Corps, 1:7 for the Army, and 1:8 for the Navy.

Table 4.1. FY 1992 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 Years and Older (Percent)						
Age	Army	Navy	Marine Corps	Air Force	DoD	Civilian Labor Force
17-19	8.8	9.0	14.6	5.7	8.7	4.3
20-24	37.5	38.4	49.0	27.8	36.6	10.8
25-29	21.9	21.2	16.8	24.1	21.7	13.0
30-34	14.9	15.8	10.6	20.7	16.2	14.8
35-39	11.2	10.2	6.4	14.9	11.3	14.1
40-44	4.4	4.3	2.1	5.7	4.4	12.7
45-49	1.1	1.0	0.5	0.9	1.0	10.3
50+	0.2	0.1	0.1	0.1	0.1	20.0
Unknown	0.1	*	0.0	*	*	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Table B-16 (Active Component by Age, Service, and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.						

While nearly half of the enlisted force was 17-24, only about one-seventh of the civilian labor force fell in this range. At the other end of the distribution, one-fifth of the civilian labor force was 50 years old or older, compared with virtually no enlisted members.

Gender. Figure 4.3 shows trends in the percentage of enlisted women since 1973 (Appendix Table F-11 provides numerical data). Four factors affect the proportion of total enlisted members who are female. First, women have a lower inclination to enlist than men do.³ For example, despite transitioning to a gender-free recruiting program, the Air Force did not increase its proportion of women recruits. Second, the combat exclusion law and Service policies restrict the positions and skills in which women may serve. Third, the

³ *Youth Attitude Tracking Study 1991: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-11.

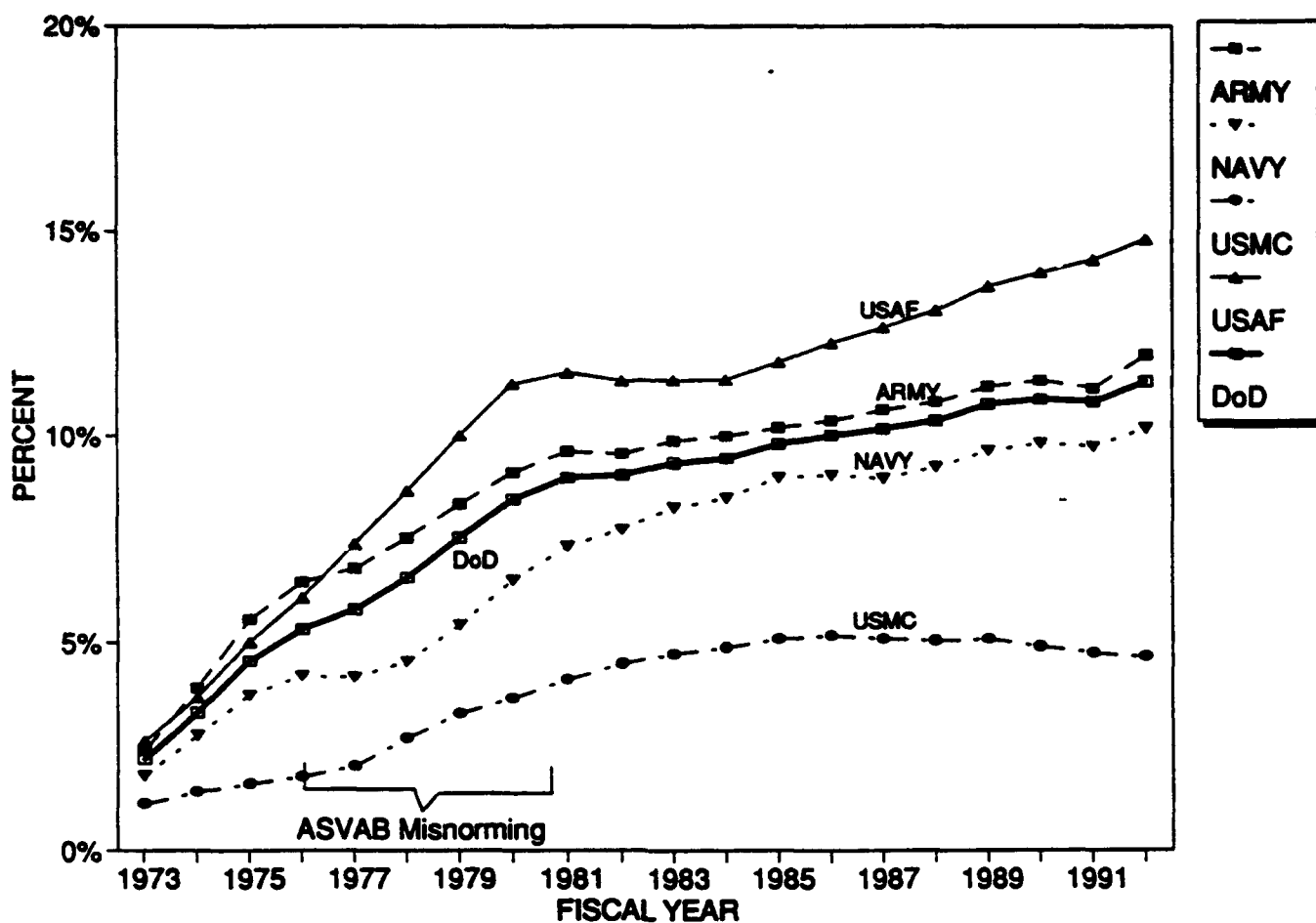


Figure 4.3. Women as a percentage of Active Component enlisted members, by Service, FYs 1973-1992.

military personnel system is a "closed" system. Growth must come from within, and from the bottom up; lateral entries play no significant role. Consequently, the gender structure of the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military will not change much from current levels unless there are significant increases in female recruiting or retention.

The increase in women in the military since 1972 brought about significant changes across all aspects of personnel management: in training programs and physical fitness regimens, in assignments, in living arrangements, and in medical services. It also created new administrative issues regarding pregnancy, the proportion of single parents in the military, child care arrangements during peacetime and deployment, and joint spouse marriages (where husband and wife both serve in uniform).

The most controversial issue, however, remains defining the role of women in combat.⁴ The Presidential Commission on the Assignment of Women in the Armed Forces was tasked to develop recommendations regarding that role. The Commission's findings, which are discussed in more detail in Chapter 5, will no doubt frame future congressional and public debate. Interim and final decisions will affect personnel policy and programs and logistical support. More importantly, decisions on the role of women in combat may have a significant effect on military doctrine and concepts of operations regarding individual and unit field training, deployment, and employment of forces.

Secretary of Defense Les Aspin issued a Service-wide policy on the assignment of women in the Armed Forces on April 28, 1993.⁵ Aspin's policy directs the Services to open more specialties and assignments to women. Air Force aircraft and Navy ships (where possible), including those engaged in combat missions, must be opened to qualified women. The Navy has been instructed to submit a proposal to repeal the combat exclusion law to allow women on ships engaged in combat missions. Army and Marine Corps officials have been requested to consider additional opportunities for women, such as in artillery. Additionally, an Implementation Committee was established to ensure that the policy on the assignment of women is applied consistently across the Services. This Committee also is reviewing parental and family policies, pregnancy and deployability policies, and the "Risk Rule."⁶

As shown in Table 4.2, the Air Force had the highest proportion of women on active duty (15 percent), while the Marine Corps had the lowest (5 percent). Percentages in the Army and Navy were similar (12 and 10 percent, respectively). The differences were primarily a function of the proportion of combat and combat-related positions closed to women in each Service. The proportion of enlisted women did not decline in FY 1992. The proportion of women in the Army increased by 1 percent over FY 1991, the Air Force and Navy had increases of approximately one-half of one percent, and the Marine Corps proportion was unchanged. Overall the proportion of enlisted women increased from 10.8 to 11.3 percent from FY 1991 to FY 1992.

⁴ For a discussion of this subject, see Landers, R.K., "Should Women be Allowed into Combat?" *Congressional Quarterly's Editorial Research Reports*, vol. 2, no. 14 (October 13, 1989), pp. 570-582.

⁵ Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

⁶ In 1988, the Secretary of Defense issued the Department of Defense Risk Rule: "Risks of direct combat, exposure to hostile fire, or capture are proper criteria for closing noncombat positions or units to women, when the type, degree, and duration of such risks are equal to or greater than the combat units with which they are normally associated within a given theater of operations. If the risk of noncombat units or positions is less than comparable to land, air, or sea combat units with which they are associated, then they should be open to women." The Risk Rule is currently under review.

Table 4.2. FY 1992 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
Male	88.0	87.8	95.3	85.2	88.7	54.0
Female	12.0	10.2	4.7	14.8	11.3	46.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Also see Appendix Table B-15 (Age by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.						

Education. For the second consecutive year, the proportion of high school graduates was larger among new recruits than in the active duty force. Previously, Table 2.4 showed that 2 percent of accessions held alternative credentials (Tier 2) or no credentials (Tier 3). Table 4.3 indicates that 5 percent of the enlisted force were in these two tiers. However, 8 percent of active duty enlisted members had college experience compared to 5 percent of accessions.

Table 4.3. FY 1992 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	94.3	92.3	93.2	99.7	94.9	89.0
Tier 2: GED, Alternative Credentials	5.2	4.4	6.5	0.3	3.9	
Tier 3: No Credentials	0.5	3.3	0.3	**	1.2	
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	8.2	3.7	2.4	13.9	7.6	53.2
** Less than one-tenth of one percent. * Civilian percentages combine Tiers 1 and 2. ¹ Military data represent only enlisted members. Officers, who usually have college degrees, are not included. See Chapter 5 for a discussion of officers. Also see Appendix Tables B-19 (Education by Service and Gender) and B-20 (Education by Service and Race/Ethnicity). Source: Civilian data from <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).						

FY 1992's enlisted force was comprised overwhelmingly of high school graduates. As indicated in Appendix Table B-19, 99 percent of female Service members and 94 percent of male enlisted personnel were high school diploma graduates (Tier 1). There were fewer high school dropouts in the military than in the civilian labor force (1 versus 11 percent), and

fewer people with college experience (8 versus 53 percent). This latter comparison is biased because enlisted occupations are generally comparable to civilian occupations that do not require college degrees. Most military members with college degrees are officers (98 percent of officers have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 5.

The Army, Navy, and Marine Corps had roughly the same proportion of high school graduate enlisted members in FY 1992, ranging from 92 to 94 percent. Almost all Air Force members held diplomas (99+ percent). The Navy and Marine Corps had the largest proportions with alternative and no credentials (8 and 7 percent, respectively), while the Air Force had the least (half of one percent). Because of the way in which its forces are deployed, Air Force members can more readily schedule and attend off-duty education programs (compared, for example, to sailors at sea or soldiers and marines on bivouac).

The Services encourage members to continue their education while in the military. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover most or all of the cost of off-duty college and technical courses. The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the Service longer than those who did not.⁷

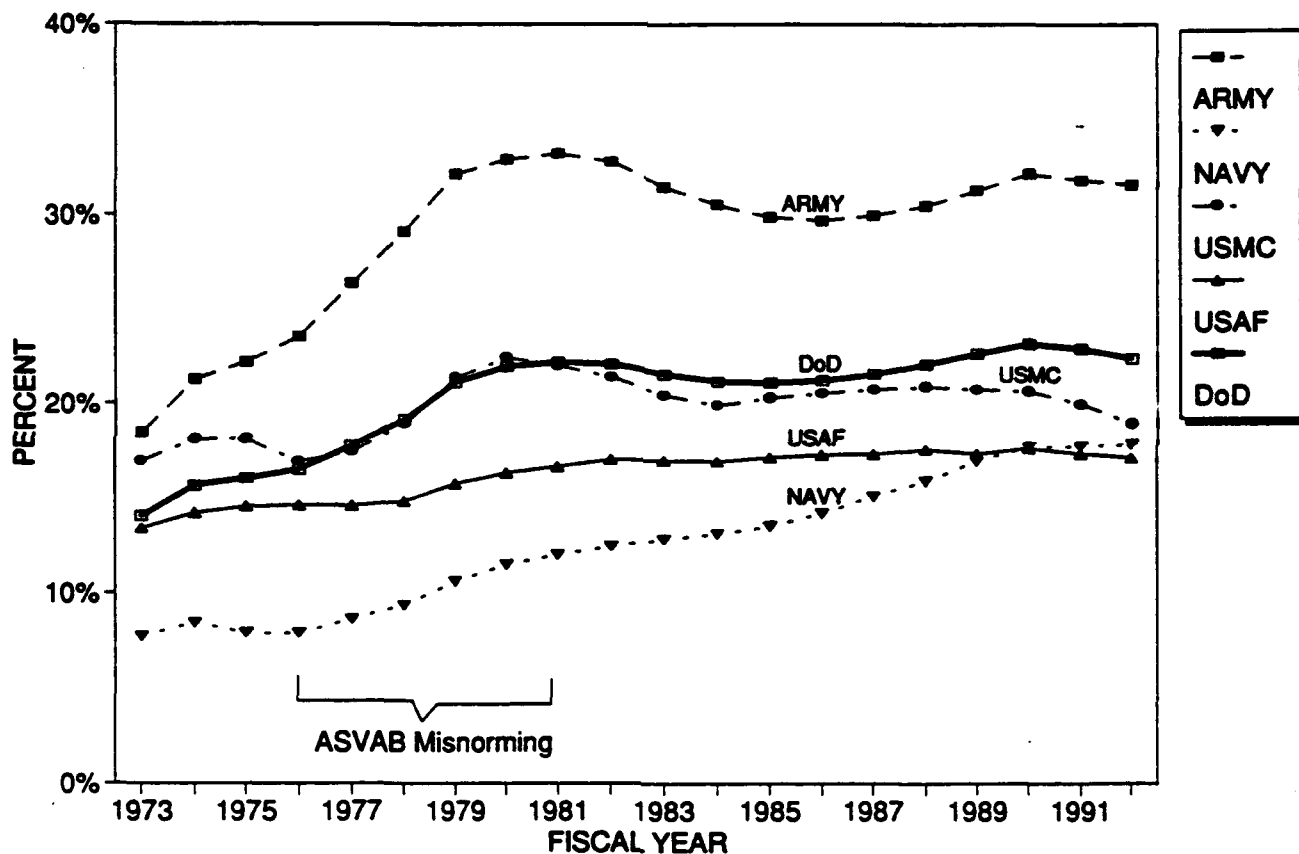
Race/Ethnicity. The military attracts and retains higher proportions of Blacks and "Other" minority groups than are in the civilian labor force. As Table 4.4 indicates, the overall proportion of enlisted minorities was higher than in the civilian labor force in FY 1992 (32 and 24 percent, respectively). However, Hispanics were underrepresented among enlisted members.

Table 4.4. FY 1992 Race/Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Race/ Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
White	58.7	69.7	69.9	76.6	67.7	76.0
Black	31.5	17.9	19.0	17.1	22.4	11.5
Hispanic	4.8	7.0	7.9	3.8	5.6	9.1
Other	5.0	5.5	3.3	2.5	4.4	3.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables B-17 (Race/Ethnicity by Service and Gender) and B-18 (Ethnicity by Service). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.						

⁷ See Boesel, D. and Johnson, K., *The DoD Tuition Assistance Program: Participation and Outcomes* (Arlington, VA: Defense Manpower Data Center, May 1988).

Twenty-two percent of the enlisted force was Black, compared with 12 percent of the civilian labor force. This near 2:1 ratio for Blacks was higher than for FY 1992 accessions, primarily because retention was higher among minorities than Whites. The Army had the highest proportion of Black enlisted members in FY 1992 (32 percent).

Figure 4.4 shows changes over time in the percentage of Black enlisted members in each Service. Black soldiers in the Army increased from 19 percent in FY 1973 to a high of 34 percent in FY 1981. That proportion decreased to 30 percent by the mid-1980s, in large part due to a raise in entrance standards and the Army's decision not to renew enlistment contracts of low-scoring members who entered during the ASVAB misnorming. Subsequently, the proportion of Blacks rose gradually to its current level.



Also see Appendix Table F-13 (Black Enlisted Members by Service and Fiscal Year).

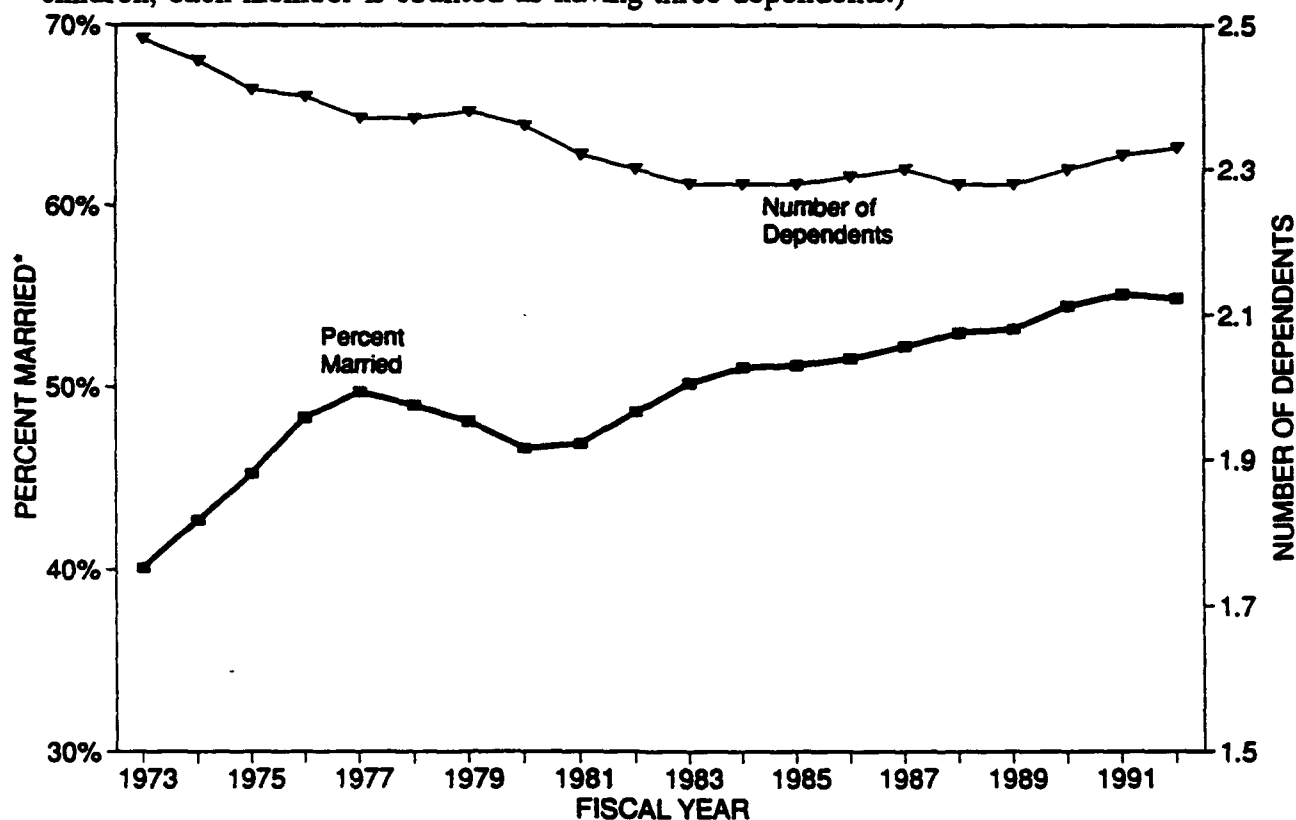
Figure 4.4. Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973-1992.

The pattern of change in the Marine Corps was similar to the Army, though the proportion of Blacks was lower. It remained fairly constant from FY 1980 through FY 1992 at about 21 percent. Blacks in the Air Force increased from 13 percent in FY 1973 to 18 percent in FY 1982, with virtually no change since then. The Navy has exhibited a consistent long-term increase in the proportion of Blacks, from 8 percent in FY 1973 to its current 18

percent. In all Services, the percentage of female members who are black significantly exceeds the percentage of male members who are black (see Appendix Table B-17).

Active duty Hispanic enlisted members were a smaller part of the enlisted force than of the civilian labor force in the 18-44 age group (Appendix Table B-17). Six percent of Service members were Hispanic, compared to 9 percent of the civilian labor force. The highest representation of Hispanics was in the Navy and Marine Corps (7 and 8 percent, respectively). The proportions of "Other" minority individuals in the Army and Navy were similar (5 to 6 percent, respectively), while the Air Force and Marine Corps had somewhat less (3 percent each).

Marital status and dependents. Trends in marital status and number of dependents of active duty members are shown in Figure 4.5. There was a decline in the proportion of married enlisted members from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981, the proportion began to increase and in FY 1992 it was 55 percent. The mean number of military dependents (including spouses) has remained fairly constant, ranging from 2.5 in FY 1973 to 2.3 in FY 1992. (If a member is married to a member without children, each member is counted as having one dependent. If a member is married to a member with two children, each member is counted as having three dependents.)



* Affected by large number of unknowns in FY 1973-1975. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.

Also see Appendix Table F-14 (Marital Status and Number of Dependents by Fiscal Year).

Figure 4.5. Percentage of married members and mean number of dependents of Active Component enlisted members, FYs 1973-1992.

The percentages of FY 1992 Active Component enlisted married males and females are shown by Service in Table 4.5. Proportionally, more Servicemen were married than Servicewomen (56 and 46 percent, respectively), while the percentages for civilian men and women were nearly identical (58 percent). The proportion of married Servicemen was similar to 18- to 44-year-old men in the civilian population (56 and 58 percent, respectively). However, the proportion of married Servicewomen was lower than that of women in the comparable civilian population (46 and 58 percent, respectively).

Table 4.5. FY 1992 Active Component Enlisted Members Who Are Married, by Gender and Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
Male	55.9	50.9	45.2	68.4	56.0	57.6
Female	46.0	40.9	43.3	53.5	46.2	57.8
Total	54.8	49.9	45.1	66.3	54.9	57.7

Also see Appendix Table B-16 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

As Figure 4.6 shows, young Servicewomen (less than 23 years old) were more likely than young Servicemen to be married. However, of members over 22 years old, proportionally more men were married. Over the age of 30, 81 percent of military men were married, versus 62 percent of military women.

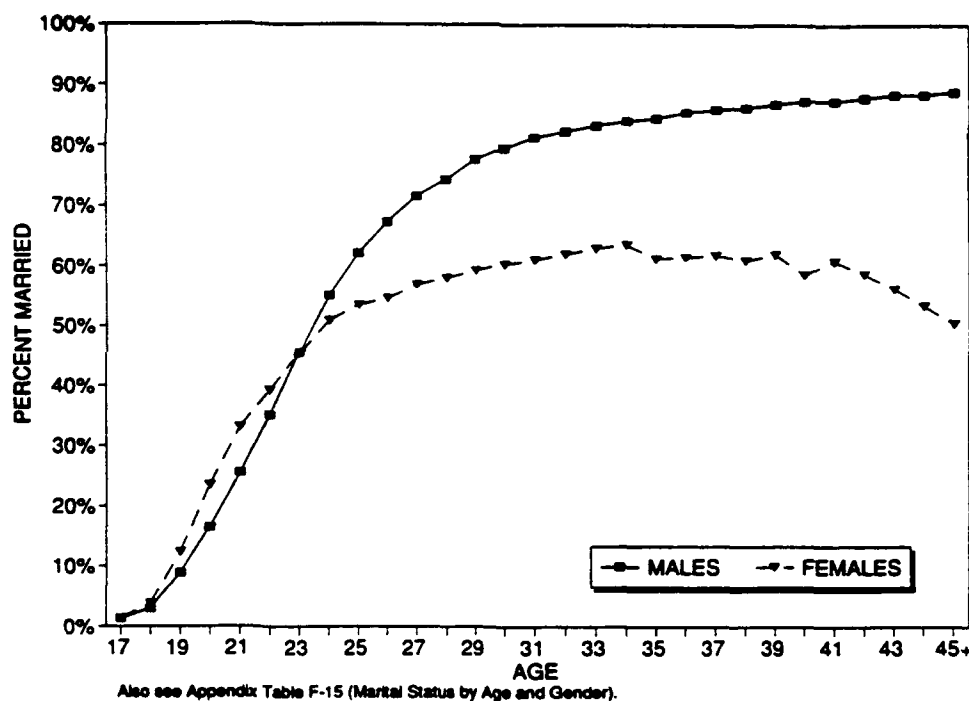


Figure 4.6. Percentage of Active Component enlisted members who were married, by gender, FY 1992.

The percentage of married military women has changed significantly since FY 1973. In that year, 18 percent of military women were married, increasing to 36 percent in FY 1978, 41 percent in FY 1983, and 46 percent in FY 1992. Twenty years ago, because of legal restrictions, women constituted less than 2 percent of military members. Military women were a group apart, following a set of social norms different from that of society at large. They were not expected to be married; retention directives implicitly encouraged separation of married enlisted women, with clauses for mandatory separation of women having a child.

During and after the Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are military members). The Presidential Commission on the Assignment of Women in the Armed Forces considered several alternatives:

- In dual-service families, only one parent should be allowed to serve in a deployable position.
- One parent in a dual-service couple should be forced to separate.
- To reduce the number of children subjected to prolonged separation or the risk of becoming orphans during deployment, long-term DoD policies regarding the recruitment, deployment, and retention of dual-service parents should be revised. Such policies should allow for voluntary or involuntary discharges at the discretion of local commanders, or reasonable incentives for separation.⁸

There are significant implications to the Commission's recommendations. Table 4.6 shows the proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage. Unpublished data from an earlier review indicated that 67 percent of dual-service couples had children.

Table 4.6 demonstrates that a large proportion of military women would be affected by approval of the Commission's recommendations. Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages. Proportionally, more Marines were members of dual-service marriages (14 percent). However, the Air Force had the greatest variance, with 5 percent of married men but 66 percent of married women in dual-service marriages. Overall, approximately 6 percent of married Servicemen and 53 percent of married Servicewomen could be eligible for non-deployable positions if they were allowed to remain in the military. More importantly, adoption of the recommended changes could affect personnel readiness, flexibility, and mobility, and have recruiting and retention implications.

⁸ For a synopsis of the discussions leading to the recommendations, see *The Presidential Commission on the Assignment of Women in the Armed Forces: A Report to the President* (Washington, DC, November 1992), pp. 15-18.

Table 4.6. FY 1992 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)

Gender	End-Strength	Number Married	Percent Married	Number in Dual-Service Marriages*	Percent of Married in Dual-Service Marriages**
ARMY					
Male	450,106	243,603	54.2	15,926	6.5
Female	61,211	26,687	43.6	14,029	52.6
Total	511,317	270,290	52.9	29,955	11.1
NAVY					
Male	419,859	219,844	52.4	9,200	4.2
Female	47,688	19,608	41.1	8,092	41.3
Total	467,547	239,452	51.2	17,292	7.2
MARINE CORPS					
Male	157,533	72,331	45.9	3,288	8.1
Female	7,704	3,319	43.1	2,181	59.2
Total	165,237	75,650	45.8	5,469	14.2
AIR FORCE					
Male	320,083	219,251	68.5	17,750	4.5
Female	55,598	29,933	53.8	17,732	65.7
Total	375,681	249,184	66.3	35,482	7.2
DOD					
Male	1,347,581	755,029	56.0	46,164	6.1
Female	172,201	79,547	46.2	42,030	52.8
Total	1,519,782	834,576	54.9	88,194	10.6
<p>* There are some differences between the number of males and females reporting dual-Service marriages.</p> <p>** These percentages reflect the proportion of married enlisted members who are married to a Servicemember. For example, 15,926 male Army enlisted personnel are in dual-Service marriages. That is, 6.5 percent of married male Army enlistees (243,603) are in dual-Service marriages.</p>					

Representation within occupations. The percentages of enlisted personnel by occupational area in FY 1992 are shown in Table 4.7. Occupations such as infantry and related specialties, craftsmen, and service and supply handling, which tend to have relatively lower AFQT score requirements, include less than one-third of enlisted personnel (29 percent). Many enlisted members (42 percent) are in jobs requiring mid-level skills, including medical and dental specialties, functional support and administration, and electrical/mechanical equipment repair. The high-skilled, high-tech areas -- electronic

equipment repair, communications and intelligence specialists, and other allied specialists -- make up about a quarter (22 percent) of the force. Shifts in the occupational distribution of the force over the past year were very slight.

Table 4.7 FY 1992 Occupational Areas of Active Component Enlisted Personnel (Percent)		
Occupational Code and Area		Percent
0	Infantry, Gun Crews, and Seamanship Specialists	16.3
1	Electronic Equipment Repairers	10.0
2	Communications and Intelligence Specialists	9.6
3	Medical and Dental Specialists	6.2
4	Other Allied Specialists	2.3
5	Functional Support and Administration	15.5
6	Electrical/Mechanical Equipment Repairers	19.8
7	Craftsmen	4.0
8	Service and Supply Handlers	8.5
9	Non-occupational*	7.8
Total		100.0
* Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).		

The assignment of enlisted personnel to military occupations depends on eligibility (determined by ASVAB scores and sometimes other tests or requirements), individual preference, and the availability of openings. As part of the occupational classification process, the military uses aptitude composites made up of ASVAB subtest scores related to occupations. The composites vary by Service, and are developed empirically to predict the probability of training success.

Men tend to score higher than women on the ASVAB subtests in the mechanical and electronics composites, while women do better on administrative measures. On average, Whites have higher test scores than non-Black minorities, who in turn have higher scores than Blacks. Within each demographic group, there is wide variation in ASVAB subtest scores, and most recruits qualify for a number of occupations. The recruits' preferences and the availability of openings for which they are qualified and interested determine the occupations to which individuals are assigned.

Representation of women within occupations. The major shift that has occurred in assignment patterns for women during the period of the all-volunteer force is shown in Table 4.8. In FY 1973, most enlisted women were in two occupational areas: 64 percent in functional support and administration, and 24 percent in medical/dental. By FY 1992, these

percentages had dropped to 33 and 15 percent, respectively. Viewed another way, in FY 1973 only 12 percent of enlisted women served in areas considered "non-traditional" (gun crews, communications, craftsmen, etc.), and in FY 1992 this figure was 52 percent. The proportion of women in combat-related occupational areas (gun crews, seamanship) increased one percentage point over FY 1991, from 4 to 5 percent.

Table 4.8. Occupational Areas of Active Component Enlisted Personnel Within Gender: Females, FY 1973 and FY 1992; Males, FY 1992 (Percent)				
Occupational Code and Area		FY 1973	FY 1992	
		Females	Males	Females
0	Infantry, Gun Crews, and Seamanship Specialists	**	17.8	4.5
1	Electronic Equipment Repairers	1.0	10.6	5.5
2	Communications and Intelligence Specialists	6.0	9.5	10.6
3	Medical and Dental Specialists	24.0	5.1	14.5
4	Other Allied Specialists	3.0	2.3	2.2
5	Functional Support and Administration	64.0	13.2	33.3
6	Electrical/Mechanical Equipment Repairers	1.0	21.3	8.3
7	Craftsmen	**	4.4	2.1
8	Service and Supply Handlers	**	8.3	9.8
9	Non-occupational*	***	7.6	9.2
Total		100.0	100.0	100.0
Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. ** Less than one-half of one percent. *** Data exclude personnel classified as "non-occupational" or "occupation unknown." See Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).				

Both Table 4.8 and Table 4.9 reflect that gender differences still exist. In FY 1992 the percentage of women in functional support and administration occupations was more than twice that of men; women were almost three times as likely as men to serve in the medical and dental specialties. Although the percentages of women in the technical and craftsmen occupations increased, men accounted for the preponderance of Service members in these areas.⁹

⁹ Electronic equipment repair is a highly skilled area involving, for example, the repair of radar systems. Electrical/mechanical equipment repair is a semiskilled occupational area involving the repair of such things as electric motors.

Table 4.9 indicates the percentage of men and women within each occupational area. Although women were serving in all occupational areas, their representation was highest in the medical and dental specialists area. Table 4.8 shows that in FY 1992, 33 percent of women were assigned to the functional support area; however, that area is so large that, as shown in Table 4.9, women constituted only 25 percent of assigned strength.

Table 4.9. FY 1992 Occupational Areas of Active Component Enlisted Personnel Across Gender (Percent)				
Occupational Code and Area		Males	Females	Total
0	Infantry, Gun Crews, and Seamanship Specialists	96.9	3.1	100.0
1	Electronic Equipment Repairers	93.8	6.2	100.0
2	Communications and Intelligence Specialists	87.5	12.5	100.0
3	Medical and Dental Specialists	73.4	26.6	100.0
4	Other Allied Specialists	89.0	11.0	100.0
5	Functional Support and Administration	75.5	24.5	100.0
6	Electrical/Mechanical Equipment Repairers	95.3	4.7	100.0
7	Craftsmen	94.2	5.8	100.0
8	Service and Supply Handlers	86.9	13.1	100.0
9	Non-occupational*	86.6	13.4	100.0
* Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).				

Representation of minorities within occupations. There have been recent shifts in the distributions of racial and ethnic groups assigned to DoD occupational areas. As seen in Table 4.10, in FY 1992, 18 percent of Hispanic enlisted personnel were in combat skills, the highest proportion for any race/ethnic group. Since FY 1973, the proportion of Blacks in infantry and related specialties has dropped from 27 to 17 percent; the proportion in service and supply occupations decreased from 17 to 11 percent. In all other occupational areas except craftsmen and electrical/mechanical repairers, the proportion of Blacks has increased.

In FY 1992, the proportions of Blacks and Whites were similar in five of the nine occupational areas -- infantry, communications and intelligence specialists, medical and dental specialists, other allied specialists, and craftsmen. In two areas -- electronic equipment repair and electrical/mechanical equipment repair -- the proportion of Whites was substantially higher. Blacks were still more heavily represented in the functional support and administration and, to a lesser extent, the service and supply areas.

Of special note were changes in the proportions of Blacks in the highly technical (electronic equipment repair, and communications and intelligence) and support (service and

supply handlers) areas. Over the 20-year period from FY 1973 through FY 1992, the proportion of Blacks in the referenced highly technical areas doubled, from 8 percent to 16 percent, while the proportion of Blacks in the support area decreased, from 17 to 11 percent.

Table 4.10 FY 1992 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity, with FY 1973 Data for Blacks (Percent)						
		FY 1973	FY 1992			
Occupational Code and Area		Black	White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	27.0	16.1	16.7	17.9	15.5
1	Electronic Equipment Repairers	4.0	11.8	5.7	8.6	6.0
2	Communications and Intelligence Specialists	4.0	9.8	10.0	8.1	6.2
3	Medical and Dental Specialists	5.0	5.6	7.1	7.1	9.2
4	Other Allied Specialists	1.0	2.5	1.9	1.7	1.8
5	Functional Support and Administration	23.0	12.4	23.6	16.5	19.5
6	Electrical/Mechanical Equipment Repairers	15.0	21.4	15.0	18.4	21.7
7	Craftsmen	4.0	4.6	2.9	3.7	4.0
8	Service and Supply Handlers	17.0	7.5	11.4	7.3	10.1
9	Non-occupational*	**	8.3	5.7	10.8	6.0
Total		100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. ** Data exclude personnel classified as "non-occupational" or "occupation unknown." Also see Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).						

The race/ethnicity breakout across each occupational area is shown in Table 4.11. Minorities were approximately 1 in 3 (33 percent) in the combat-related area (infantry, gun crews, and seamanship specialties). This does not mean that a widely disproportionate share of minorities were assigned to combat-related areas. Rather, it reflects the total number of minorities in the military (32 percent). For example, Blacks constituted a greater percentage of personnel in the medical/dental, functional support, and service support areas than in the combat-related area; their percentage in communications/intelligence specialties was comparable to their percentage in the combat-related area.

Among Hispanics there also was a shift toward increasing proportions in the technical areas. Compared with previous years, proportionally more Hispanics were in electronic

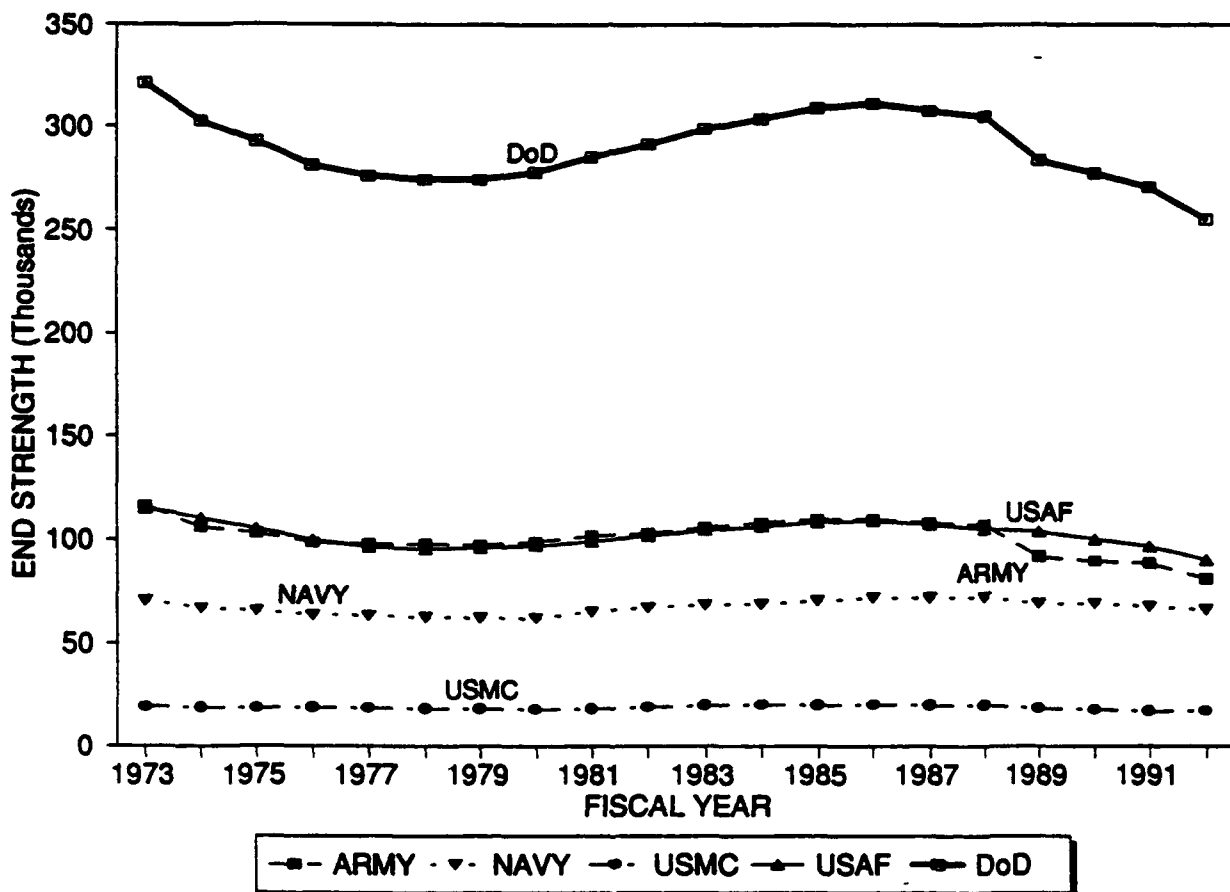
equipment repair, communications and intelligence, electrical repair, and craftsmen skills, with corresponding reductions in functional support and administration.

Table 4.11. FY 1992 Occupational Areas of Active Component Enlisted Personnel Across Race/Ethnicity (Percent)						
Occupational Code and Area		White	Black	Hispanic	Other	Total
0	Infantry, Gun Crews, and Seamanship Specialists	66.9	22.9	6.1	4.1	100.0
1	Electronic Equipment Repairers	79.9	12.7	4.8	2.6	100.0
2	Communications and Intelligence Specialists	69.2	23.3	4.7	2.8	100.0
3	Medical and Dental Specialists	61.4	25.8	6.3	6.5	100.0
4	Other Allied Specialists	73.8	18.8	4.1	3.4	100.0
5	Functional Support and Administration	54.3	34.2	5.9	5.5	100.0
6	Electrical/Mechanical Equipment Repairers	73.1	16.9	5.2	4.8	100.0
7	Craftsmen	75.1	15.8	5.0	4.2	100.0
8	Service and Supply Handlers	59.9	30.1	4.8	5.2	100.0
9	Non-occupational*	72.3	16.6	7.7	3.4	100.0
Rows may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-21 (Occupational Area by Service and Gender) and B-22 (Occupational Area by Service and Race/Ethnicity).						

Chapter 5

ACTIVE COMPONENT COMMISSIONED OFFICERS

This chapter describes demographic and social characteristics of Active Component officer accessions and the commissioned officer corps in FY 1992.¹ Most data compare FY 1973, the first full year of the all-volunteer military, with FY 1992. A number of tables and figures provide longitudinal data, comparing officer composition in FY 1964, the last conscription year prior to the Vietnam buildup, and FYs 1973 through 1992. Figure 5.1 illustrates the trend in Active Component officer strength over the last two decades. The FY 1992 officer strength was the lowest since FY 1950. See Appendix Table F-16 for end-strengths by year and Service.



Also see Appendix Table F-16 (Officer Strength by Fiscal Year).

Source: Department of Defense Selected Manpower Statistics Report, Washington Headquarters Service for FY 1973-1989; DMDC for FY 1990-1992.

Figure 5.1. Active Component officer end-strength, FYs 1973-1992.

¹ Data are for commissioned officers; warrant officers are excluded.

Characteristics of Active Component Officers

Table 5.1 shows the number and percentage of FY 1992 Active Component officer accessions and officers by Service. The distribution of officer accessions by Service varies from that of the officer force due to differing Service retention rates. The data indicate that the Navy and Marine Corps had higher turnover rates than the Army and Air Force.

Table 5.1. FY 1992 Active Component Officer Corps and Officer Accessions (Number and Percent) ¹				
Service	Active Component Officer Accessions		Active Component Officer Corps	
	Number	Percent	Number	Percent
Army	5,278	32.5	81,312	31.9
Navy	4,848	29.9	66,280	26.0
Marine Corps	1,403	8.6	17,270	6.8
Air Force	4,697	28.9	90,378	35.4
Total	16,226	100.0	255,240	100.0
Columns may not sum to 100 percent due to rounding.				
¹ End strength reflects commissioned officers only (it excludes warrant officers).				
Also see Appendix Tables B-23 (Accession Age by Service) and B-24 (Officer Age by Service).				

Education. Each Service applies its own selection procedures for officer candidates. With few exceptions, the Services require officer candidates to have earned at least a 4-year college degree. Attaining a commission also requires completion of a program in military science at a Service academy, Reserve Officers' Training Corps (ROTC), Officer Candidate School (OCS), the Air Force's Officer Training School (OTS), or one of several other programs. Exceptions are made for lawyers, chaplains, and health care professionals (physicians, nurses, etc.), who may be appointed without first completing a military commissioning program.

As shown in Table 5.2, most Active Component officer accessions and officers held at least a college degree in FY 1992. The Marine Corps has no health professionals, chaplains, or other such direct appointees, who typically have advanced degrees; the Navy provides those services for the Marine Corps. Thus, the Marine Corps has fewer officers with advanced degrees than do the other Services.

The Services emphasize an educated officer corps. The effects of in-service education are evident in the distribution of officer education levels by Service. Significant proportions of officers attained master's and doctoral degrees while serving. The Air Force had the greatest proportion (52 percent) of officers with advanced degrees, and was the only Service with a greater proportion of officers with advanced degrees than bachelor's degrees.

Table 5.2. FY 1992 Educational Attainment of Active Component Officer Accessions and Active Component Officer Corps, by Service (Percent)					
Educational Attainment	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Less than College Graduate	1.0	2.9	4.1	2.4	2.2
College Graduate (B.A., B.S., etc.)	87.6	92.0	92.3	81.6	87.0
Advanced Degree (M.A., Ph.D., etc.)	11.4	5.0	3.6	16.0	10.8
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Less than College Graduate	0.9	3.3	4.9	0.3	1.5
College Graduate (B.A., B.S., etc.)	59.2	63.8	79.0	48.0	57.6
Advanced Degree (M.A., Ph.D., etc.)	39.9	32.9	16.1	51.8	40.9
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Percentages do not include "Unknown" data. Also see Appendix Table B-28 (Education by Service).					

The increasing proportions of minorities, other than Blacks, and women enrolled in schools of higher education since the mid-1970s have changed the demographic composition of potential officer candidates. The gender and race/ethnicity of students enrolled in undergraduate programs from Fall 1976 to Fall 1990 are compared in Table 5.3; 1976 was the last year reported in which White males constituted the greatest proportion of college students. After 1976, the proportion of White females surpassed the male proportion and has grown continually through 1990. The number of White males remained fairly constant, while the number of females in all categories and all male racial and ethnic minorities except Blacks increased significantly.

The number of Black male undergraduates dropped between 1976 and 1984. It was not until 1990 that more Black males were enrolled in college than were enrolled in 1976 (2 percent greater in 1990 than in 1976). This compares to a Hispanic male enrollment increase of 66 percent and an "Other" racial minority male increase of 128 percent. Female undergraduate enrollments increased 44 percent, with the greatest increases among Hispanic and "Other" females (139 and 159 percent, respectively).

Table 5.3. Fall 1976 Through Fall 1990 Enrollment in Institutions of Higher Education, by Gender and Race/Ethnicity of Students (Number and Percent)						
Gender and Race/Ethnicity	Number (in thousands)					Number Change 1976-1990
	1976	1980	1984	1988	1990*	
UNDERGRADUATES**	9,276	10,259	10,395	11,099	11,637	+2,361
Males	4,800	4,858	4,860	5,010	5,210	+410
White, non-Hispanic	4,052	4,055	4,004	4,055	4,165	+113
Black, non-Hispanic	431	428	405	408	440	+9
Hispanic	192	211	234	287	318	+126
Other	126	164	217	260	287	+161
Females	4,475	5,402	5,535	6,089	6,427	+1,952
White, non-Hispanic	3,688	4,426	4,479	4,853	5,066	+1,378
Black, non-Hispanic	513	591	590	631	684	+171
Hispanic	161	222	261	344	384	+223
Other	113	163	204	262	293	+180
Gender and Race/Ethnicity	Percent					Percent Change ¹ 1976-1990
	1976	1980	1984	1988	1990*	
UNDERGRADUATES**	100.0	100.0	100.0	100.0	100.0	+25.5
Males	51.8	47.3	46.8	45.1	44.8	+8.5
White, non-Hispanic	43.7	39.5	38.5	36.5	35.8	+2.8
Black, non-Hispanic	4.6	4.2	3.9	3.7	3.8	+2.1
Hispanic	2.1	2.1	2.2	2.6	2.7	+65.6
Other	1.4	1.6	2.0	2.3	2.4	+127.8
Females	48.2	52.7	53.2	54.9	55.2	+43.6
White, non-Hispanic	39.8	43.1	43.1	43.7	43.5	+37.4
Black, non-Hispanic	5.5	5.8	5.7	5.7	5.9	+33.3
Hispanic	1.7	2.2	2.5	3.1	3.3	+138.5
Other	1.2	1.6	2.0	2.3	2.5	+159.3
Columns may not add to total due to rounding.						
*Preliminary data.						
**U.S. citizens enrolled in 2- and 4-year-institutions of higher education.						
¹ Percent change from 1976 to 1990 is based on the difference between the number of individuals in a given category in 1976 and 1990. For example, the percent change in Hispanic males is calculated by dividing the number change from 1976 to 1990 (126) by the number in 1976 (192) and multiplying the result (.656) by 100 to get 65.6 percent.						
Source: National Center for Education Statistics, <i>Digest of Education Statistics: 1992</i> (Washington, DC: U.S. Department of Education, 1992), Table 194, p. 204.						

Source of commission. Factors used to select officer candidates include high school and college grades, scores on one or more standardized aptitude tests, participation in extracurricular activities, and evidence of leadership abilities.² As shown in Table 5.4, the

² See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B. Gifford and L. Wing (Eds.), *Testing Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston, MA: Kluwer Academic Publishers, 1991).

largest proportion of FY 1992 officer accessions (39 percent) came through ROTC programs. Forty percent went through the academies or earned ROTC scholarship commissions, a decrease of 2 percentage points from FY 1991 but 3 percentage points more than in FY 1990. Officer Candidate School (OCS) and Officer Training School (OTS) programs represent "off-the-street" recruiting of college graduates to whom commitments have not been made. Non-scholarship ROTC (18 percent) and OCS/OTS (13 percent) commissioning accounted for 31 percent of accessions, the same as FY 1991. More Hispanics came through ROTC with a scholarship in FY 1992 than in FY 1991. A smaller percentage of Blacks came through ROTC (with and without scholarships) and OCS/OTS while a larger percentage was commissioned by direct appointment in FY 1992. However, the proportions of Blacks, Hispanics, and "Other" minority accessions increased at the Service academies.

Table 5.4. FY 1992 Source of Commission of Active Component Officer Accessions (Percent)							
Source of Commission	White	Black	Hispanic	Other	Male	Female	DoD
Academy	19.6	11.9	11.7	17.2	20.8	9.3	18.7
ROTC - Scholarship	22.0	17.8	21.7	16.8	22.6	16.6	21.5
ROTC - No Scholarship	16.8	24.5	25.9	16.1	19.0	11.1	17.5
OCS/OTS	12.9	14.9	17.7	9.5	14.5	6.4	13.0
Direct Appointment	22.5	24.0	18.4	33.4	18.6	43.0*	23.0
Other**	3.5	2.1	2.9	1.2	2.2	8.1	3.3
Unknown	2.6	4.8	1.8	5.9	2.3	5.6	2.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.							
* Ninety percent of females accessed through direct appointment are health care professionals.							
** Includes officers trained in one Service and accessed into another (primarily Marine Corps).							
Also see Appendix Table B-33 (Source of Commission by Service and Gender).							

The commissioning sources of the Active Component officer force in FY 1992 are shown in Table 5.5. Commissioning sources for Whites were distributed fairly equally, ranging from 15 percent from Service academies to 22 percent from OCS/OTS. Blacks earned commissions primarily through non-scholarship ROTC programs (37 percent). Nearly half of Hispanic officers gained their commissions through non-scholarship ROTC and OCS/OTS programs. Approximately one-third of officers in "Other" racial categories received direct appointments and other types of commissions. A significant proportion of women (43 percent) had been accessed by direct appointment (i.e., as nurses).

Age. Mean ages of Active Component officers and enlisted personnel in FY 1992 are provided in Table 5.6. The mean age of officers was 34 years and that of enlisted members was 27 years. Two factors account for the age differences between officers and enlisted personnel: officers enter the military after college while enlistees normally enter

shortly after high school; and officers also have higher retention rates. Between FY 1973 and FY 1992, the average age of active duty officers increased almost 2 years.

Table 5.5. FY 1992 Source of Commission of Active Component Officer Corps, by Race/Ethnicity, and Gender (Percent)							
Source of Commission	White	Black	Hispanic	Other	Male	Female	DoD
Academy	14.7	8.4	11.7	14.9	15.2	7.0	14.2
ROTC - Scholarship	16.6	12.4	11.3	13.1	16.4	13.7	16.1
ROTC - No Scholarship	19.7	36.9	26.1	19.4	21.8	16.3	21.1
OCS/OTS	22.0	15.9	22.0	15.0	21.9	16.5	21.3
Direct Appointment*	18.9	15.5	18.9	28.3	15.8	42.5	19.0
Other**	3.0	3.4	3.9	3.6	3.2	1.8	3.1
Unknown	5.0	7.5	6.2	5.8	5.7	2.2	5.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.							
* Large proportions of females accessed through direct appointment are health care professionals.							
** Includes officers trained in one Service and accessed into another (primarily Marine Corps).							

Table 5.6. Mean Age of Active Component Officer Accessions and Officer Corps, FY 1973 and FY 1992, and of Enlisted Personnel, FY 1992 (Percent)			
	Officers		Enlisted
	FY 1973	FY 1992	FY 1992
Active Component Accessions	25.0	25.7	19.8
Active Component Force	32.1	34.0	27.1
Also see Appendix Tables B-23 (Accessions Age by Service), and B-24 (Officer Age by Service).			

Figures 5.2 and 5.3 indicate that Marine Corps officer accessions and officer corps were younger than those in other Services, while Air Force officers were older. As detailed in Appendix Table B-23, Army, Navy, and Air Force Active Component officer accessions were older than Marine Corps accessions. Less than 2 percent of new Marine Corps officers were 30 or older, whereas 13 percent of new officers in the Army, 18 percent in the Air Force, and 20 percent in the Navy were 30 or older in FY 1992.

Appendix Table B-24 shows the differences in the age distribution of the officer corps by Service. Forty-three percent of Marine Corps officers were under age 30, compared to 36 percent of Navy, 33 percent of Army, and 29 percent of Air Force officers. Twenty-seven percent of Air Force officers were 40 or older, compared to 20 percent of Marine Corps

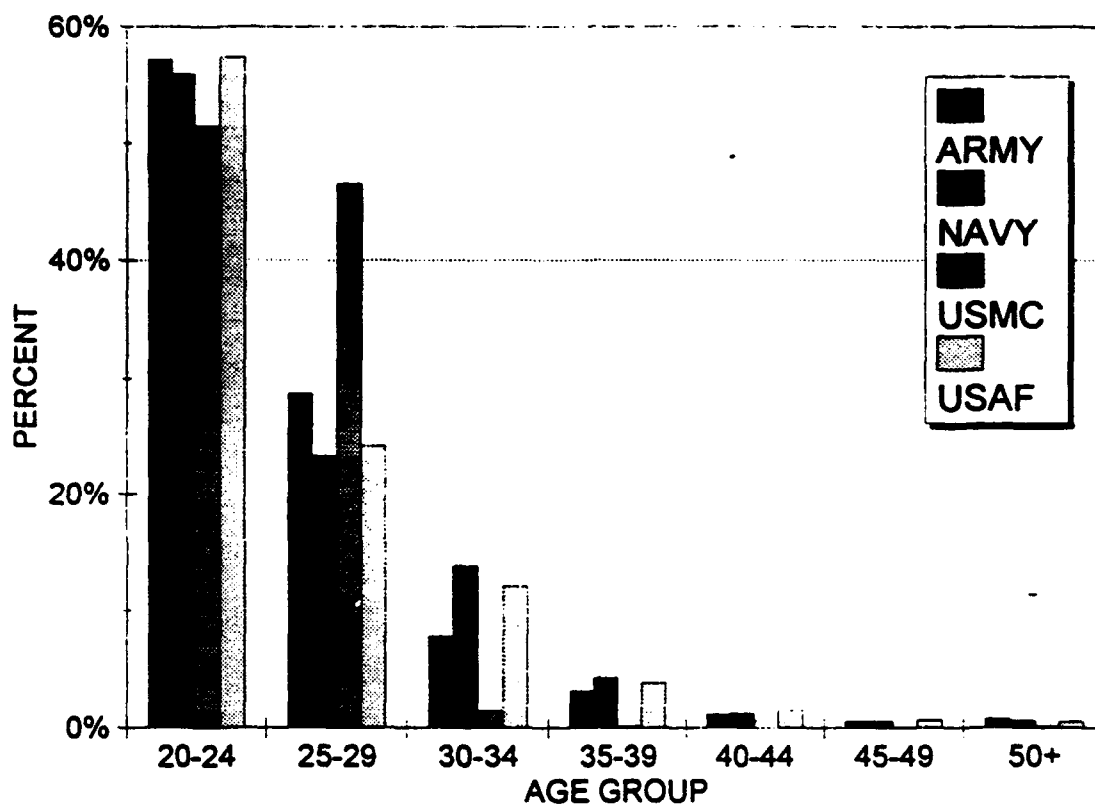


Figure 5.2. Age of FY 1992 Active Component officer accessions, by Service.

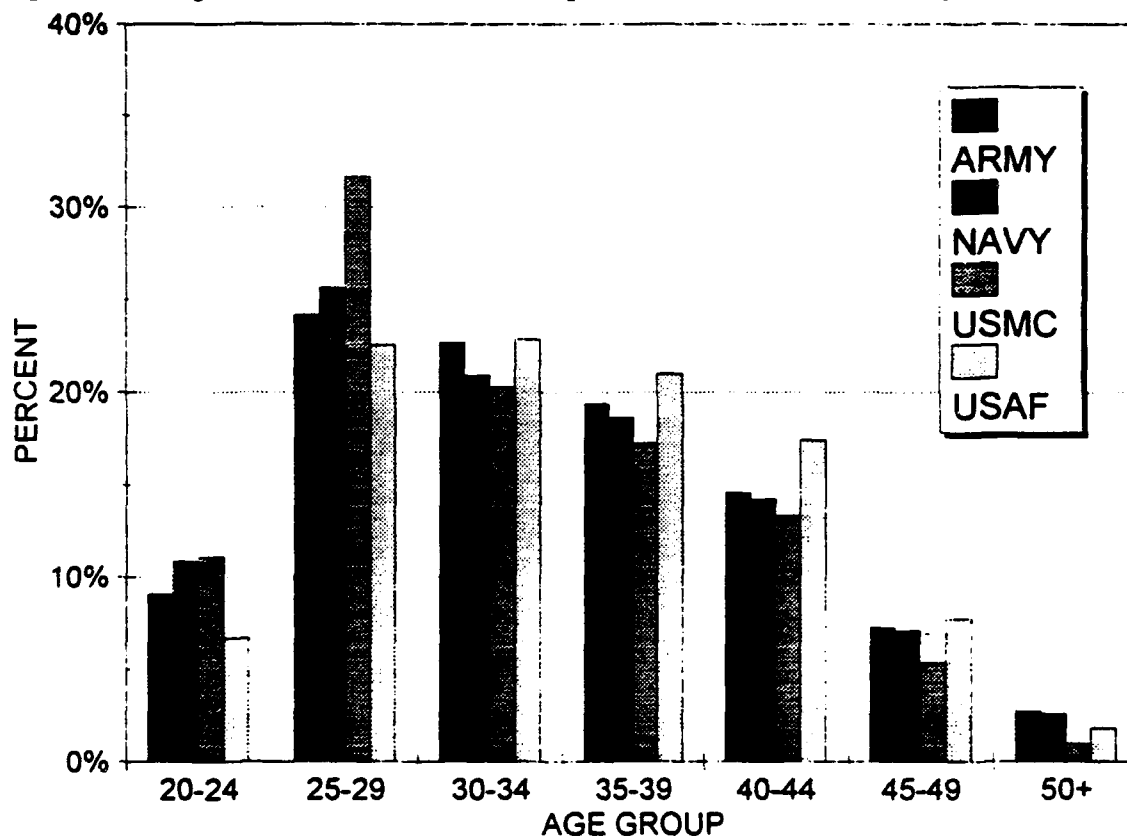


Figure 5.3. Age of FY 1992 Active Component officer corps, by Service.

officers, 24 percent of Navy officers, and 25 percent of Army officers. The primary reason that Marine Corps officers were younger is that the Navy provides health professional, chaplain, and other direct appointee services to the Marine Corps. These direct appointees are usually older than line officer accessions, because of the number of years of education and training beyond the undergraduate level that are required to obtain their certifications.

Gender. As shown in Table 5.7, women constituted 8 percent of officer accessions and 4 percent of the officer corps in FY 1973. With the exception of the Marine Corps, the Services were roughly equivalent in the percentage of female officers in the force and among female officer accessions in FY 1992.

Table 5.7. Active Component Female Officer Accessions and Active Component Officer Corps, FY 1973 and FY 1992 (Percent)						
	FY 1973	FY 1992				
	DoD	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	8.0	18.8	19.1	2.6	21.3	18.2
Active Component Officer Corps	4.0	13.8	12.3	3.2	14.0	12.8
Also see Appendix Table B-25 (Gender by Service).						

As the ratios of female accessions to active duty members suggest, the proportion of female officers has been growing. In FY 1992, the proportion of new female officers across Services was more than double that of FY 1973, while the proportion of female officers tripled during the same time period.

Women had greater representation among Active Component officers than among enlisted personnel in FY 1992 (13 and 11 percent, respectively). Although the military has made great progress toward the inclusion of women in officer ranks, representation of women is below that in the civilian sector. In FY 1992, 51 percent of college graduates between the ages of 21 to 35 in the civilian sector were female, as were 43 percent of the college graduate civilian labor force.

Marital status. As indicated in Table 5.8, comparing FY 1973 with FY 1992 shows a striking increase in marital rates for female officers -- 17 versus 52 percent, respectively. The percentage of married male officers decreased from 81 percent in FY 1973 to 76 percent in FY 1992. However, proportionally more male officers than female officers were married (76 percent compared to 52 percent). The officer corps is similar to the civilian college graduate labor force with regard to marital status; 73 percent of male civilians and 62 percent of female civilians were married. In FY 1992, male officers were more likely than male enlisted members to be married, and more active duty enlisted males were married compared to enlisted females.

New officers were less likely to be married than were their civilian counterparts. Twenty-nine percent of male officer accessions were married, compared to 52 percent of the 21- to 35-year-old civilian male population with a college degree. Similarly, 57 percent of

the female civilian comparison group (21- to 35-year-olds with a college degree) were married, compared to 29 percent of new female officers (see Appendix Table B-26).

Table 5.8. Married Active Component Officer Corps, FY 1973 and FY 1992, and Enlisted Personnel, FY 1992, by Gender (Percent)			
Gender	Officers		Enlisted
	FY 1973	FY 1992	FY 1992
Males	81.0	75.8	56.0
Females	17.0	52.0	46.2
Total	--	72.7	54.9
Also see Appendix Table B-26 (Marital Status by Service).			

In Chapter 4, we discussed dual-service enlisted families (i.e., a marriage where both spouses are military members), and the recommendations of the Presidential Commission to minimize the potential impact of deploying both members of a dual-service marriage. In comparing Table 5.9 to Table 4.6, proportionally more officers were married than are enlisted personnel. However, proportionally fewer officers were members of dual-service marriages. Most striking was the difference in the proportions of enlisted versus officer dual-service marriages in the Marine Corps (10-percentage-point decrease) and the Air Force (2-percentage-point increase).

Race/Ethnicity. The percentages of minority officer accessions and active duty officers by Service are shown in Table 5.10. The Army had the largest percentage of minority officer accessions in FY 1992 (17 percent), while the Air Force had the smallest percentage (11 percent). The total proportion of minority officer accessions reflects the proportions of minority college graduates (see Appendix Table B-27).

Table 5.11 shows, by selected years, the proportions of bachelor degree recipients by gender, and by race/ethnicity. For the 1989-1990 school year, Black, Hispanic, and "Other" racial categories represented 6, 3, and 4 percent, respectively, of college graduates, similar to DoD officer accession percentages in FY 1992.

The proportions of male and female minorities, except Black males, receiving bachelor's degrees have increased substantially over the last 15 years. The proportion of Black males receiving degrees has declined since 1976-1977. Although that percentage has stabilized over the two most recent years for which data were available, Black males represent just 2 percent of those who have earned bachelor's degrees.

Of 61,000 bachelor's degrees awarded to Blacks in the 1989-1990 school year, fewer than 6,000 were awarded in the technical fields most sought by the Armed Forces (computer

and information sciences, engineering, mathematics, and physical sciences).³ Hispanics were awarded approximately 33,000 bachelor's degrees in 1989-1990, with 3,500 in the technical areas mentioned above.

Table 5.9. FY 1992 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Number Married	Percent Married	Number in Dual-Service Marriages*	Percent of Married in Dual-Service Marriages
ARMY					
Male	70,074	53,647	76.6	2,385	4.4
Female	11,238	5,974	53.2	2,643	44.2
Total	81,312	59,621	73.3	5,028	8.4
NAVY					
Male	58,130	41,431	71.3	1,444	3.5
Female	8,150	3,774	46.3	1,595	42.3
Total	66,280	45,205	68.2	3,039	6.7
MARINE CORPS					
Male	16,722	12,023	71.9	342	2.8
Female	548	270	49.3	179	66.3
Total	17,270	12,243	71.2	521	4.2
AIR FORCE					
Male	77,695	61,624	79.3	3,077	5.0
Female	12,683	6,929	54.6	3,236	46.7
Total	90,378	68,553	75.9	6,313	9.2
DoD					
Male	222,621	168,725	75.8	7,248	4.3
Female	32,619	16,947	52.0	7,653	45.2
Total	255,240	185,672	72.7	14,901	8.0
* Differences between male and female members in Service databases.					

³ For a complete list of bachelor degrees conferred by institutions of higher learning, by racial/ethnic group, major field of study, and gender, see National Center for Education Statistics, *Digest of Education Statistics: 1992* (Washington, DC: Department of Education, 1992), Table 250, p. 274.

**Table 5.10. FY 1992 Active Component Minority Officer Accessions
and Active Component Minority Officer Corps, by Gender and Service (Percent)**

	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Black Male	6.4	4.5	5.6	3.3	4.9
Black Female	3.4	1.6	0.1	1.6	2.1
Black Total	9.8	6.1	5.7	4.9	6.9
Hispanic Male	2.3	3.2	4.3	1.0	2.4
Hispanic Female	0.4	0.6	0.3	0.3	0.4
Hispanic Total	2.7	3.8	4.6	1.3	2.8
Other Male	3.6	4.5	2.8	3.9	3.9
Other Female	1.1	0.8	0.2	0.7	0.8
Other Total	4.6	5.3	3.0	4.6	4.7
Total Minority Officer Accessions	17.2	15.2	13.3	10.8	14.4
ACTIVE COMPONENT OFFICER CORPS					
Black Male	8.8	3.3	4.4	4.2	5.4
Black Female	2.8	1.0	0.2	1.6	1.7
Black Total	11.6	4.3	4.6	5.7	7.2
Hispanic Male	1.8	2.3	2.7	1.7	2.0
Hispanic Female	0.3	0.3	0.1	0.3	0.3
Hispanic Total	2.2	2.6	2.8	2.0	2.3
Other Male	2.8	3.0	1.7	2.0	2.5
Other Female	0.6	0.5	0.1	0.5	0.5
Other Total	3.4	3.4	1.8	2.5	3.0
Total Minority Officers	17.2	10.4	9.2	10.3	12.4
Hispanics include all races; "Other" refers to non-White, non-Black, non-Hispanics such as American Indians, Asians and Pacific Islanders, and Native Alaskans. Columns may not sum to totals due to rounding. Also see Appendix Table B-27 (Race/Ethnicity by Service).					

Table 5.11. Bachelor's Degrees Conferred by Institutions of Higher Education, by Gender and Race/Ethnicity of Students, ¹ 1976-77 to 1989-90 (Number and Percent)						
Gender and Race/Ethnicity	Number					Change 1976-77 to 1989-90
	1976-77	1980-81	1984-85	1988-89	1989-90*	
Males	483,068	453,301	456,057	464,454	473,061	-10,007
White, non-Hispanic	438,161	406,173	405,085	407,142	413,469	-24,692
Black, non-Hispanic	25,147	24,511	23,018	22,363	23,276	-1,871
Hispanic	10,318	10,810	12,402	13,947	14,871	+4,553
Other	9,442	11,807	15,552	21,002	21,445	+12,003
Females	419,118	458,910	483,037	524,860	547,092	+127,974
White, non-Hispanic	369,527	401,146	421,021	452,557	469,527	+100,000
Black, non-Hispanic	33,489	36,162	34,455	35,702	37,798	+4,309
Hispanic	8,425	11,022	13,472	15,963	17,815	+9,390
Other	7,677	10,580	14,089	20,638	21,952	+14,275
Total	902,186	912,211	939,094	989,314	1,020,153	+117,967
Gender and Race/Ethnicity	Percent					Percent Change ² 1976-77 to 1989-1990
	1976-77	1980-81	1984-85	1988-89	1989-90*	
Males	53.5	49.7	48.6	46.9	46.4	-2.1
White, non-Hispanic	48.6	44.5	43.1	41.2	40.5	-5.6
Black, non-Hispanic	2.8	2.7	2.5	2.3	2.3	-7.4
Hispanic	1.2	1.2	1.3	1.4	1.5	+44.1
Other	1.0	1.3	1.6	2.1	2.1	+127.1
Females	46.5	50.3	51.4	53.1	53.6	+30.5
White, non-Hispanic	41.0	44.0	44.8	46.7	46.0	+27.1
Black, non-Hispanic	3.7	4.0	3.7	3.6	3.7	+12.9
Hispanic	0.9	1.2	1.4	1.6	1.7	+111.5
Other	0.9	1.2	1.5	2.1	2.1	+185.9
Total	100.0	100.0	100.0	100.0	100.0	+13.1
Columns may not add to totals due to rounding.						
¹ Students who are U.S. citizens.						
² Percent change from 1976-77 to 1989-90 is based on the difference between the number of individuals in a given category in 1976-77 and 1989-90. For example, the percent change in Hispanic males is calculated by dividing the number change from 1976-77 to 1989-90 (4,553) by the number in 1976-77 (10,318) and multiplying the result (.441) by 100 to get 44.1 percent.						
*Preliminary data.						
Source: National Center for Education Statistics, <i>Digest of Education Statistics: 1992</i> (Washington, DC: Department of Education, 1992), Table 249, p. 273.						

Representation within occupations. The distribution of officers across occupational areas has changed since FY 1973, as shown in Table 5.12. The shift is attributable to

expanded technology and changes in force structure and manning levels.⁴ Larger percentages of officers were in intelligence, health care, and supply, procurement, and allied occupations in FY 1992 compared to FY 1973, while smaller percentages were in tactical operations, engineering, science, and administration.

Appendix Table B-30 provides FY 1992 occupational area data by Service, including personnel classified as non-occupational. The greatest proportion of officers across Services was in tactical operations (40 percent). The next largest groupings were health care occupations for the Army and Navy (22 and 18 percent, respectively), engineering and health care for the Air Force (each 16 percent), and supply for the Marine Corps (12 percent).

Table 5.12. FY 1973 and FY 1992 Occupational Areas of Active Component Officer Corps (Percent)		
Occupational Areas	FY 1973	FY 1992
General Officers and Executives	2.0	0.4
Tactical Operations	44.0	40.5
Intelligence	3.0	4.6
Engineering and Maintenance	15.0	11.5
Scientists and Professionals	7.0	4.8
Health Care	11.0	17.4
Administration	13.0	7.0
Supply, Procurement, and Allied Occupations	6.0	8.7
Non-Occupational*	n/a	5.2
Total	100.0	100.0
Calculations exclude 620 male and 6 female Marine Corps colonels classified as "General Officers and Executives." Columns do not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-30 (Occupational Area by Service).		

Representation of women within occupations. The occupational assignments of female officers have changed markedly since FY 1973 as shown in Table 5.13. At the beginning of the volunteer force era, over 90 percent of women officers were in health care (72 percent) or administration (19 percent). In FY 1992, the proportion in health care and administration dropped to 46 and 17 percent, respectively, while the percentages in every other occupational area increased. The proportion of women officers serving in "non-traditional" skills rose: a near five-fold increase in engineering, a three-fold rise in supply and intelligence, and a seven-and-one-half-fold jump in tactical operations.

⁴ Two reasons for the decline in officers were that FY 1973 was the closing year of a war, and Congress directed FY 1992 reductions in officers in each Service.

Table 5.13. Occupational Areas of Active Component Officer Corps: Females, FY 1973 and FY 1992; Males, FY 1992 (Percent)			
Occupational Areas	Females		Males
	FY 1973	FY 1992	FY 1992
General Officers and Executives	*	*	0.4
Tactical Operations	1.0	7.4	45.4
Intelligence	2.0	5.5	4.4
Engineering and Maintenance	2.0	9.6	11.8
Scientists and Professionals	1.0	4.1	4.9
Health Care	72.0	45.5	13.2
Administration	19.0	17.1	5.5
Supply, Procurement, and Allied Occupations	3.0	8.7	8.7
Non-Occupational**	n/a	2.0	5.6
Total	100.0	100.0	100.0
Calculations exclude 620 male and 6 female Marine Corps colonels classified as "General Officers and Executives." Columns may not add to total due to rounding. * Less than half of one percent. ** Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-31 (Occupational Area by Service and Gender).			

However, the data also show significant differences between male and female officers during FY 1992. Significantly greater percentages of males than females were in tactical operations (45 and 7 percent, respectively), while greater percentages of women than men were in "traditional" female occupations of administration (17 and 6 percent, respectively) and health care (46 and 13 percent, respectively).

As detailed in Appendix Table B-31, the assignment of women into occupational areas differs according to Service. Forty-six percent of female officers in the Navy were in health care, 30 percent in administration, and 4 percent in engineering and maintenance positions. By comparison, 44 percent of Air Force female officers were in health care, 14 percent in administration, and 13 percent in engineering and maintenance occupations. Ten percent of Air Force female officers were in tactical operations, compared to 6 percent or less in the other Services. After health care, the largest proportions of female officers in the Army were in supply (13 percent), administration (11 percent), and engineering and maintenance (11 percent). Since the Marine Corps has no health care professionals, female officers were distributed differently across occupations, with 37 percent in administration, 21 percent in supply, and 11 percent in engineering and maintenance.

Representation of minorities within occupations. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 5.14. In FY 1992, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although Blacks and "Others" had fewer assigned to tactical operations and Blacks had more assigned to administration and supply.

Table 5.14. FY 1992 Occupational Area Distribution of Active Component Officer Corps, by Race/Ethnicity (Percent)				
Occupational Areas	White	Black	Hispanic	Other
General Officers and Executives	0.4	0.2	0.2	0.1
Tactical Operations	42.1	28.9	34.4	26.9
Intelligence	4.6	3.9	4.8	4.6
Engineering and Maintenance	11.3	14.7	12.4	11.9
Scientists and Professionals	5.0	3.7	3.9	3.9
Health Care	16.9	17.2	17.8	31.0
Administration	6.5	12.8	8.3	5.7
Supply, Procurement, and Allied Occupations	8.2	15.5	10.5	8.2
Non-Occupational*	5.2	3.2	7.7	7.7
Total	100.0	100.0	100.0	100.0
Calculations exclude 620 male and 6 female Marine Corps colonels classified as "General Officers and Executives." Columns may not add to 100 percent due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-32 (Occupational Area by Service and Race/Ethnicity).				

Greater percentages of officers in the "Other" racial category than Whites, Blacks, or Hispanics were in health care positions. Larger proportions of Hispanics than Whites were in intelligence, engineering, and supply occupations. Proportionately more Blacks than other demographic categories were in the engineering and supply occupations.

Regardless of race/ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages (excluding General Officers) worked in intelligence and scientific/professional occupations. Appendix Table B-32 provides data on occupational areas by Service and race/ethnicity.

Chapter 6

SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 1992 strength of 1.86 million, is the major source of manpower augmentation for the Active force. As illustrated in Figure 6.1, the two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. Reserve Component (RC) data in this chapter include only the Selected Reserve.

The Selected Reserve includes three groups: 1) units (including full-time support personnel) organized, equipped, and trained to perform wartime missions; 2) Individual Mobilization Augmentees (IMAs) who provide wartime augmentation on or shortly after mobilization; and 3) members of the Selected Reserve who have not completed sufficient training to be awarded a military skill designation. The third ("training pipeline") group may not deploy overseas upon mobilization until minimum training (12 weeks or its equivalent) is completed. Selected Reservists assigned to units and IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

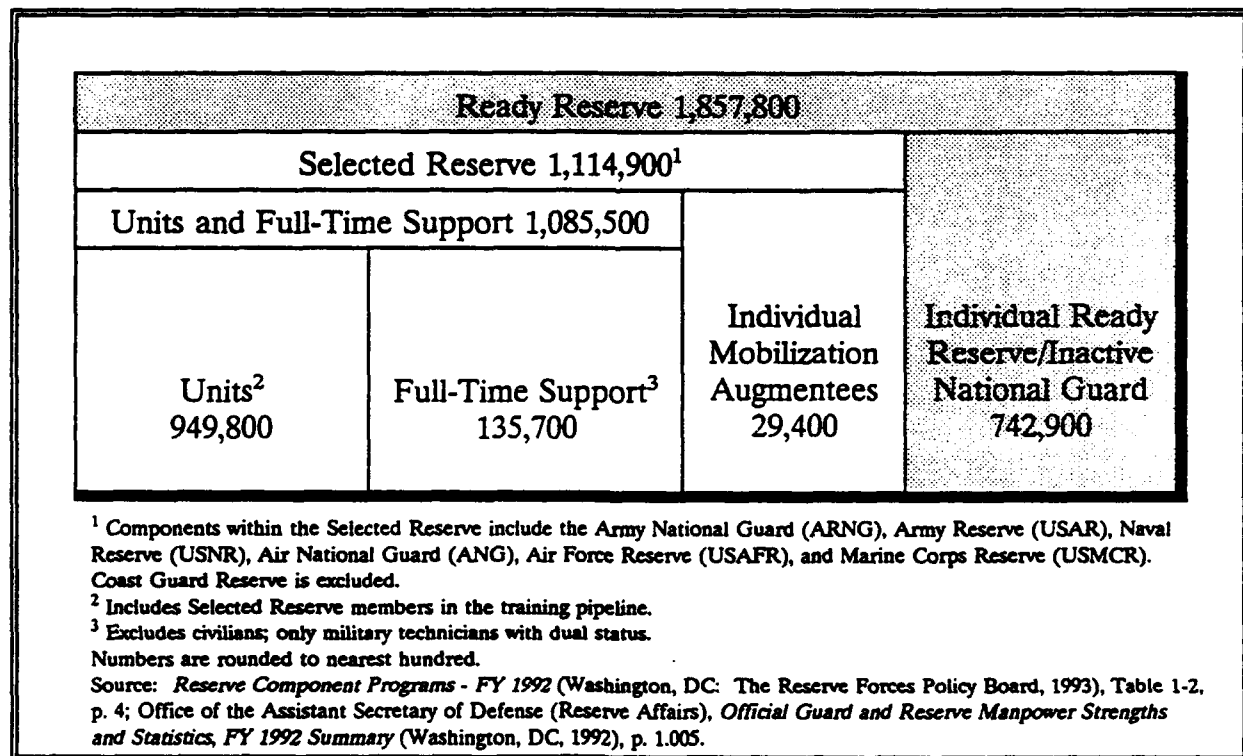


Figure 6.1. FY 1992 composition of the Selected Reserve within the Ready Reserve.

Reserve forces perform a variety of important missions in the event of national emergency, and assist the Active Components in meeting their peacetime operating requirements. Figure 6.2 shows that the FY 1992 Selected Reserve comprised 39 percent of the Active and Selected Reserve force assigned strengths. In FY 1992, the Army had 55 percent of its force structure in its Reserve Components (ARNG and USAR), including 44 percent of combat units and two-thirds of aggregate combat support and combat service support. USNR units comprised all the Navy U.S.-based logistical aircraft, 57 percent of ocean minesweepers, and 47 percent of fleet hospitals. The ANG and USAFR account for all U.S.-based strategic interceptor force units, 92 percent of aeromedical evacuation crews, and 34 percent of tactical fighters. The USMCR provided 50 percent of tank battalions, 33 percent of light armored infantry battalions, and 25 percent of Marine Corps aircraft groups. Appendix E contains more specific examples of the types of units and the proportion of the DoD mission assigned to National Guard and Reserve units.

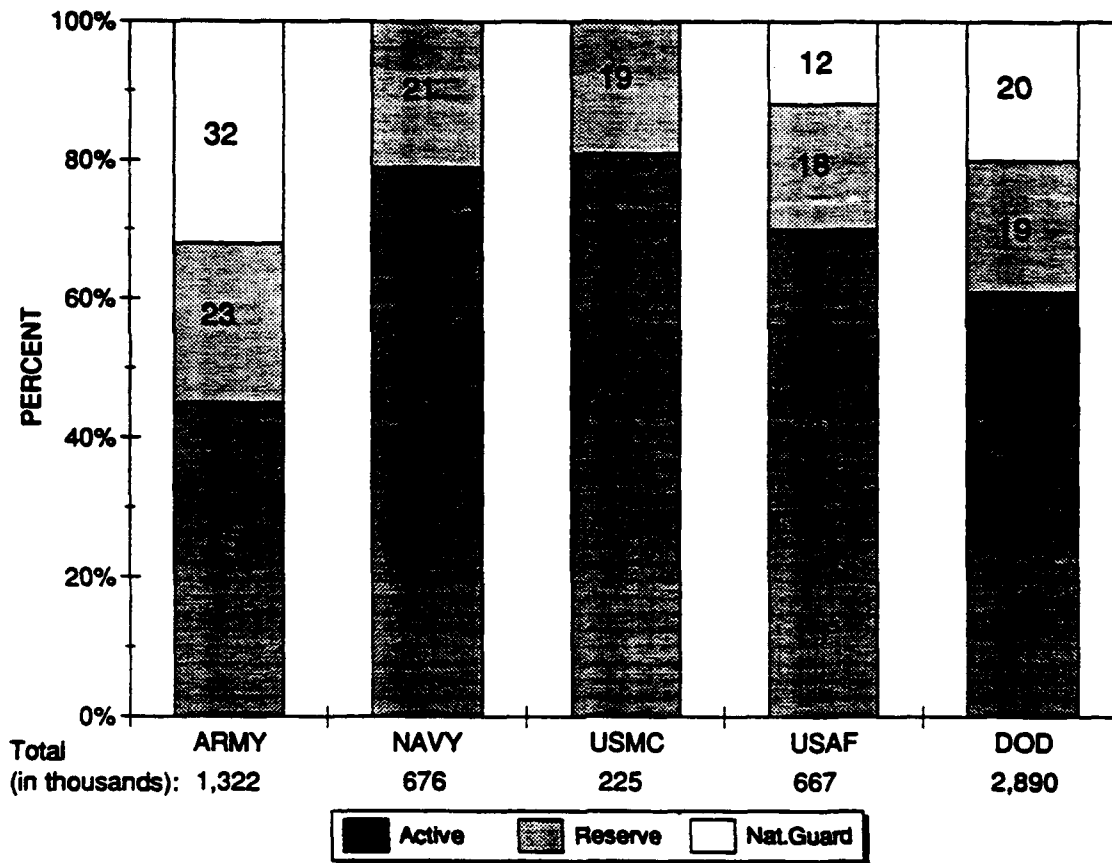


Figure 6.2. FY 1992 distribution by Service of Active and Reserve Components assigned strengths.

In FY 1992, the Reserve Components recruited 191,315 persons compared to the Active Components' 201,622. The largest RC recruiting program is that of the Army National Guard. While the ARNG non-prior service recruiting mission alone is larger than

the active objectives of either the Air Force or the Marine Corps, prior service requirements are even larger. Recognizing the importance of the experience provided by prior service personnel to the Reserve Forces, Congress established floors for the nonprior/prior service mix for the Army National Guard: "By September 30, 1997, 65 percent of all [ARNG] officers and 50 percent of all [ARNG] enlisted members should have at least two years of active duty."¹

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements -- in numbers, skills, and quality. Success in meeting recruiting and retention goals varies significantly from unit to unit. First, there are substantial differences in unit size; larger units require greater effort. Second, National Guard and Reserve units differ significantly in skills required. Civilian skill transferability, quality of training, equipment, promotion opportunity, and other factors can create large differences in manning ability across skills. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the local civilian labor force, local civilian wage levels and hours worked, frequency and duration of employment, employer attitudes regarding National Guard or Reserve duty, attitudes toward the military, and other secondary job opportunities create recruiting and retention challenges for RC units.

The diversity of mission and force structure among the Reserve Components affects the demographic composition of units. An RC company with a combat mission may need a significantly higher proportion of young non-prior service (NPS) accessions. Conversely, combat service support functions may require more experienced personnel and thus have greater proportions of prior service (PS) recruiting requirements. Caution must be exercised when analyzing RC data. For example, NPS recruits comprised 39 percent of FY 1992 enlisted accessions; however, the percentage of NPS accessions ranged from 15 percent in the USAFR to 73 percent in the USMCR.

The population representation profile of the Reserve Forces is different from the Active Components due to a number of factors:

- The proportional distribution of combat, combat support, and combat service support skills in the Selected Reserve;
- The location of units, given the requirement for Reserve Components to recruit for local unit vacancies within a 50-mile radius; and
- The impact of the Active Components' drawdown on Reserve recruiting.

This chapter provides demographic characteristics and the distribution of FY 1992 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are provided and, where applicable, are compared to PS

¹ National Defense Authorization Act of Fiscal Year 1992, House Report 102-966, p. 231.

accessions. Characteristics and distribution of Selected Reserve officer accessions and the officer corps are contained in Chapter 7.

The Selected Reserve Recruiting Process

The recruiting process is similar for the Reserve and Active Components.² With the exception of a number of Air National Guard units, Reserve recruiters process their NPS applicants through Military Entrance Processing Stations (MEPS), following procedures almost identical to the Active Components.

Many individuals join the RC for the monetary compensation associated with Reserve service, including drill pay, educational benefits, and military compensation during annual training. Reserve compensation during peacetime (i.e., inactive duty for weekend drills and active duty for training) also includes limited medical care, facility usage, and future retirement benefits. In addition, Reservists and Guardsmen receive non-monetary benefits associated with RC service including camaraderie, pride in serving the country, opportunities for travel, and training.

Recruiters provide information on the demands and opportunities of military service, and evaluate prospective recruits to determine eligibility for enlistment. The prospect is asked about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect may take an enlistment screening test. NPS prospects take the ASVAB at either a local test site or at a MEPS. If a NPS applicant achieves qualifying ASVAB scores and wishes to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. If the applicant's education, ASVAB scores, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at the MEPS (or in some instances at an ANG unit) to discuss options for enlistment. Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives.

A counselor meets with each applicant to discuss the applicant's interests. The counselor may offer bonuses to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends. When the applicant accepts the offer, he or she signs an enlistment contract and is sworn into the RC.

FY 1992 RC recruiting results for NPS and PS gains and assigned end-strengths are shown in Table 6.1. While recruiting objectives decreased for the Active Components from FYs 1991 to 1992, Reserve recruiting increased 4.4 percent (from 183,000 in FY 1991 to 191,000 in FY 1992). Due to differences in mission and force structure, the size of the

² For a description of NPS Selected Reserve recruiting, see Tan, H.W., *Non-prior Service Reserve Enlistments: Supply Estimates and Forecasts* (Santa Monica, CA: RAND Corporation, 1991).

recruiting missions by component varied greatly. Therefore, comparisons between the RC percentages must be interpreted with care. The Army components, the ARNG and USAR, had the largest Selected Reserve recruiting missions, recruiting 72 percent of total RC accessions (37 and 35 percent for the ARNG and USAR, respectively).

The USAFR had the highest proportion of prior service recruits (85 percent of its total recruiting effort), followed by the USNR with 81 percent PS accessions. The USMCR recruited the lowest proportion of PS recruits (27 percent). The proportion of RC prior service recruits increased over the past year, from 57 percent in FY 1991 to 61 percent in FY 1992. The increase in prior service accessions provides the Reserve Components with a more experienced personnel base, contributing to increased readiness to meet future missions. However, the drawdown of the Active force will eventually reduce the number of prior service individuals from which the Reserve Components can recruit.

Table 6.1. FY 1992 Selected Reserve Non-Prior Service (NPS) and Prior Service (PS) Enlisted Accessions and End-Strengths					
Component	NPS	PS	Total	PS Percent of Component Total	Enlisted End-Strength
Army National Guard	29,488	41,679	71,167	58.6	378,904
Army Reserve	30,341	36,748	67,089	54.8	245,135
Naval Reserve	4,661	20,379	25,040	81.4	115,341
USMC Reserve	5,091	1,923	7,014	27.4	38,748
Air National Guard	3,749	8,172	11,921	68.6	104,758
Air Force Reserve	1,350	7,734	9,084	85.1	65,806
DoD Total	74,680	116,635	191,315	61.0	948,692
Also see Appendix Tables D-1 (NPS Age by Component and Gender) and D-9 (PS Age by Component and Gender).					

Characteristics of Selected Reserve Accessions

Race/Ethnicity. Table 6.2 indicates no substantive differences in the racial composition of Selected Reserve NPS and PS accessions. The NPS and PS percentages for Blacks were higher than in the civilian youth and labor force. Blacks comprised approximately 17 percent of Selected Reserve NPS accessions compared to 14 percent in the 17- to 35-year-old youth population, the same proportion as FY 1992 Active Component accessions. However, the proportions of Black recruits in each Reserve Component were quite different. The ANG and USMCR recruited a smaller proportion of non-prior service Blacks (9 and 10 percent, respectively); the USAR and USAFR recruited the highest proportions (21 and 19 percent, respectively); the ARNG and USNR recruited comparable proportions (15 and 12 percent, respectively).

Table 6.2. FY 1992 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions by Race/Ethnicity (Percent)							
Race/Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
NON-PRIOR SERVICE							
White	76.1	67.9	75.8	73.4	83.7	73.9	72.9
Black	15.3	21.4	12.1	9.9	8.7	19.0	16.9
Hispanic	5.9	6.6	7.9	10.0	4.1	3.0	6.4
Other	2.7	4.1	4.1	6.7	3.5	4.1	3.7
PRIOR SERVICE							
White	73.4	60.3	74.2	72.5	81.9	77.2	70.3
Black	18.2	29.9	14.4	15.7	10.1	15.4	20.4
Hispanic	5.2	4.3	6.0	8.2	4.9	4.3	5.0
Other	3.2	5.5	5.4	3.6	3.2	3.1	4.3
TOTAL ACCESSIONS							
White	74.6	63.8	74.5	73.2	82.4	76.7	71.3
Black	17.0	26.1	14.0	11.5	9.6	15.9	19.0
Hispanic	5.5	5.4	6.4	9.5	4.6	4.1	5.6
Other	3.0	4.8	5.2	5.8	3.3	3.3	4.1
17-35 YEAR-OLD CIVILIANS (COMPARE TO NPS ACCESSIONS)							
White	Black	Hispanic	Other	Total			
70.4	14.3	11.4	3.8	100.0			
18-44 YEAR-OLD CIVILIAN LABOR FORCE (COMPARE TO PS ACCESSIONS)							
White	Black	Hispanic	Other	Total			
76.0	11.5	9.1	3.4	100.0			
Columns may not add to total due to rounding. Also see Appendix Tables D-3 (NPS Race/Ethnicity by Component and Gender) and D-11 (PS Race/Ethnicity by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.							

The proportion of Hispanic Selected Reserve NPS recruits was lower than the national population proportion (6 versus 11 percent). The USMCR had the highest proportion of Hispanic NPS recruits (10 percent). The proportion of Hispanic NPS recruits in the USAFR and ANG was much lower than the proportion of 18- to 24-year-old Hispanic youth in the national population (3 and 4 percent, respectively, compared to 11 percent in the national population).

Hispanics represented 5 percent of PS accessions. The civilian comparison group for PS accessions, the 18- to 44-year-old civilian labor force, contained 9 percent Hispanics. Thus, the proportion of Hispanic PS accessions was lower than the national population. However, PS accessions were constrained by the proportions of ethnic groups in the Active Components. Therefore, comparisons between PS recruits and the national population should be interpreted cautiously.

Black females represented the largest proportion of minority Reserve accessions (see Appendix Table D-3). Across the Reserve Components, the proportion of Black women (27 percent) was nearly twice that of Black men (15 percent). The USAR had the highest proportion of Black female recruits (32 percent).

Gender. The proportion of women joining the Selected Reserve was similar to the Active Components (approximately 15 percent in both). Table 6.3 reflects the gender percentages for NPS and PS accessions by RC. The USAR and USAFR had the highest proportion of female accessions in the Selected Reserve (22 and 20 percent, respectively), while the USMCR had the lowest (4 percent). With the exception of the USMCR, the proportion of PS female recruits was lower than NPS female recruits.

Table 6.3. FY 1992 Selected Reserve Non-Prior Service and Prior Service Accessions by Gender (Percent)						
Component	Non-Prior Service		Prior Service		Total	
	Males	Females	Males	Females	Males	Females
Army National Guard	86.6	13.4	92.3	7.7	89.9	10.1
Army Reserve	73.4	26.6	82.6	17.4	78.5	21.5
Naval Reserve	82.0	18.0	86.9	13.1	86.0	14.0
USMC Reserve	97.7	2.3	89.8	10.2	95.6	4.4
Air National Guard	79.6	20.4	85.3	14.7	83.5	16.5
Air Force Reserve	73.8	26.2	80.9	19.1	79.8	20.2
DoD Total	81.1	18.9	87.0	13.0	84.7	15.3
Also see Appendix Tables D-1 (NPS Age by Component and Gender) and D-9 (PS Age by Component and Gender).						

Age. Approximately two-thirds to three-fourths of ARNG, USAR, and USMCR NPS recruits were 17- to 19-years old, as shown in Table 6.4. Half of the ANG and 40 percent of USAFR NPS recruits were 17 to 19 years old.

A number of factors contributed to the age differences among Reserve Components, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Recruiters use the split training option as an

important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter technical training a year later upon graduating from high school. In FY 1992, approximately 30 and 40 percent, respectively, of ARNG and USAR NPS recruits were students still enrolled in high school.

Table 6.4. FY 1992 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17-35 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve**	Air National Guard	Air Force Reserve	Total DoD	17-35 Year-Old Civilians
17-19	66.7	73.5	15.9	67.2	49.7	40.4	65.0	13.4
20-24	25.7	21.1	19.1	29.6	37.0	42.7	24.6	24.1
25-29	5.2	3.7	18.8	3.0	8.9	11.4	5.6	26.5
30-34	1.8	1.5	14.3	0.2	4.0	5.0	2.5	30.1
35-39	0.2	0.1	7.9	0.0	0.3	0.4	0.6	6.0
40-44	0.1	*	1.0	*	0.0	0.0	0.1	
45-49	*	*	0.3	0.0	0.0	0.0	*	
50+	*	0.0	0.1	0.0	*	0.0	*	
Unknown	0.2	*	22.7	0.0	*	0.0	1.5	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<p>* Less than .05 percent.</p> <p>** USMCR age data are calculated using derived data. Therefore, expect a 15-20% error rate.</p> <p>Columns may not add to total due to rounding.</p> <p>Also see Appendix Tables D-1 (Age by Component and Gender) and D-2 (Age by Marital Status and Gender).</p> <p>Source: USMCR data from Reserve Affairs. Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.</p>								

Education. More Selected Reserve NPS recruits completed high school than was true for their civilian peers, as indicated in Table 6.5. Approximately 98 percent of FY 1992 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 83 percent of 18- to 24-year-old civilians. In addition, this is a significant improvement (7-percentage-point increase) since FY 1991 (91 percent Tiers 1 and 2).

Differences between Reserve Components in FY 1992 high school graduate NPS recruits were generally quite small. The ARNG showed a large increase in Tier 1 recruits, 81 percent in FY 1992, compared to 65 percent in FY 1991. The USMCR and USAR had the highest proportions of Tier 1 NPS accessions (99 and 98 percent, respectively). The ARNG had the highest proportion of Tier 2 and Tier 3 recruits (15 and 4 percent, respectively).

College experience refers to individuals who have two or more years in either junior college or four-year institutions. The USNR had the highest proportion of accessions with college experience (13 percent). It should be pointed out that most enlisted occupations are generally comparable to civilian jobs not requiring college education. A civilian comparison of education levels by occupational skills and by age was not available.

Table 6.5. FY 1992 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18-24 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18-24 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher**	80.9	98.1	94.4	98.8	92.5	95.2	90.8	82.8
Tier 2: GED, Alternate Credentials	15.1	0.9	4.8	1.1	6.2	3.9	7.1	
Tier 3: No Credentials	4.0	1.0	0.8	0.0	1.2	1.0	2.1	17.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	4.0	2.9	13.1	1.5	6.3	5.9	4.0	47.1
Columns may not add to total due to rounding. * Civilian percentages combine Tiers 1 and 2. ** Tier 1 includes high school students who enlisted under the split-training option. ¹ These military data represent only Selected Reserve NPS enlisted accessions. Officers, who usually have college degrees, are not included. See Chapter 7 for a discussion of officers. Also see Appendix Tables D-7 (Education by Component and Gender) and D-8 (Education by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.								

AFQT. Table 6.6 compares FY 1992 Selected Reserve NPS accessions by AFQT category, gender, and Reserve Component with civilian youth 18 to 23 years old. A greater percentage of Reserve male recruits scored in AFQT Categories I to IIIA than their civilian counterparts (68 versus 54 percent). Seventy-seven to 81 percent of USAR, USMCR, ANG, and USAFR NPS male accessions and 56 percent of ARNG NPS male recruits scored in AFQT Categories I through IIIA compared to 54 percent in the civilian group. The differences between scores of female recruits and their comparable civilian group were similar to male accessions. The proportion of ARNG female NPS accessions scoring in the I-IIIA range was slightly higher than the civilian group (54 and 49 percent, respectively), while scores of female recruits in the other Components were substantially higher (72 to 92 percent).

Table 6.6. FY 1992 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, by Gender and Component, and 1980 Civilians 18-23 Years Old (Percent)

AFQT Category	Army National Guard	Army Reserve	Naval Reserve ¹	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD ²	1980 Civilian Youth Population ³
MALES								
I	3.9	6.8	N/A	7.5	7.2	6.7	5.6	10.0
II	29.8	42.1	N/A	47.9	49.2	50.1	37.6	29.4
IIIA	22.4	27.7	N/A	25.4	22.8	23.4	24.8	14.4
IIIB	38.6	22.8	N/A	17.0	19.1	18.8	29.2	16.0
IV	3.1	0.5	N/A	0.0	0.0	0.0	1.6	20.4
V	0.0	0.0	N/A	0.0	0.0	0.0	0.0	9.9
Unknown	2.2	0.0	N/A	2.2	1.6	1.0	1.3	0.0
Total	100.0	100.0	N/A	100.0	100.0	100.0	100.0	100.0
FEMALES								
I	2.2	3.1	N/A	10.4	4.7	5.4	3.1	5.8
II	28.1	35.3	N/A	52.2	44.0	43.2	34.0	26.9
IIIA	23.4	33.6	N/A	29.6	27.7	24.0	29.9	16.2
IIIB	43.5	27.7	N/A	7.0	22.9	26.6	31.9	20.7
IV	0.9	0.4	N/A	0.0	0.0	0.8	0.5	21.7
V	0.0	0.0	N/A	0.0	0.0	0.0	0.0	8.6
Unknown	2.8	0.0	N/A	0.9	0.8	0.0	0.6	0.0
Total	100.0	100.0	N/A	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.

Also see Appendix Tables D-5 (AFQT by Component and Gender) and D-6 (AFQT by Component and Race/Ethnicity).

¹ Data were not available for this report.

² DoD data do not include the Naval Reserve.

³ The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V.

Source: Civilian data from the *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Geography. Table 6.7 provides Selected Reserve NPS accessions by census regions. Similar to Table 2.11 in Chapter 2, the third and fourth columns show the percentages of accessions and 18- to 24-year-old civilians in each area. The fifth column presents military/civilian ratios -- the percentage of enlisted accessions divided by the percentage of

**Table 6.7. FY 1992 Selected Statistics for NPS Selected Reserve Enlisted Accessions by
Region, Division, and State with Civilians 18-24 Years Old**

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Representation Ratio
NORTHEAST REGION	14,606	21.9	19.8	1.1
<i>New England Division</i>	<i>5,124</i>	<i>7.7</i>	<i>5.4</i>	<i>1.4</i>
Maine	519	0.8	0.5	1.6
New Hampshire	324	0.5	0.4	1.3
Vermont	281	0.4	0.2	2.0
Massachusetts	2,652	4.0	2.6	1.5
Rhode Island	357	0.5	0.4	1.3
Connecticut	961	1.4	1.4	1.0
<i>Middle Atlantic Division</i>	<i>9,482</i>	<i>14.2</i>	<i>14.4</i>	<i>1.0</i>
New York	3,967	6.0	6.7	0.9
New Jersey	1,620	2.4	3.2	0.8
Pennsylvania	3,895	5.8	4.5	1.3
NORTH CENTRAL REGION	17,742	26.3	24.3	1.1
<i>East North Central Division</i>	<i>10,443</i>	<i>15.7</i>	<i>17.0</i>	<i>0.9</i>
Ohio	2,222	3.3	4.5	0.7
Indiana	2,166	3.3	2.2	1.5
Illinois	2,865	4.3	4.6	0.9
Michigan	1,551	2.3	4.0	0.6
Wisconsin	1,639	2.5	2.1	1.2
<i>West North Central Division</i>	<i>7,099</i>	<i>10.7</i>	<i>7.3</i>	<i>1.5</i>
Minnesota	1,786	2.7	1.6	1.7
Iowa	1,258	1.9	1.2	1.6
Missouri	1,692	2.5	2.4	1.0
North Dakota	503	0.8	0.3	2.7
South Dakota	299	0.4	0.3	1.3
Nebraska	635	1.0	0.6	1.7
Kansas	926	1.4	1.0	1.4
SOUTH REGION	25,338	38.0	34.7	1.1
<i>South Atlantic Division</i>	<i>11,007</i>	<i>16.5</i>	<i>17.2</i>	<i>1.0</i>
Delaware	311	0.5	0.2	2.5
Maryland	1,825	2.7	2.1	1.3
D.C.	164	0.2	0.2	1.0
Virginia	1,631	2.4	2.7	0.9
West Virginia	1,169	1.8	0.8	2.3
North Carolina	1,821	2.7	2.7	1.0
South Carolina	1,225	1.8	1.5	1.2
Georgia	1,507	2.3	2.3	1.0
Florida	2,354	3.5	4.8	0.7
<i>East South Central Division</i>	<i>5,630</i>	<i>8.5</i>	<i>6.5</i>	<i>1.3</i>
Kentucky	1,085	1.6	1.5	1.1
Tennessee	1,068	1.6	2.3	0.7
Alabama	2,058	3.1	1.6	1.9
Mississippi	1,421	2.1	1.1	1.9
<i>West South Central Division</i>	<i>8,699</i>	<i>13.1</i>	<i>11.0</i>	<i>1.2</i>
Arkansas	1,380	2.1	0.9	2.3
Louisiana	2,296	3.4	1.8	1.9
Oklahoma	1,262	1.9	1.2	1.6
Texas	3,761	5.6	7.0	0.8

(Continued)

Table 6.7. FY 1992 Selected Statistics for NPS Selected Reserve Enlisted Accessions by Region, Division, and State with Civilians 18-24 Years Old (Continued)

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Representation Ratio
WEST REGION	9,157	13.7	21.3	0.6
<i>Mountain Division</i>	2,995	4.5	5.2	0.9
Montana	371	0.6	0.3	2.0
Idaho	423	0.6	0.4	1.5
Wyoming	188	0.3	0.1	3.0
Colorado	559	0.8	1.1	0.7
New Mexico	469	0.7	0.6	1.2
Arizona	625	0.9	1.3	0.7
Utah	711	1.1	0.9	1.2
Nevada	209	0.3	0.5	0.6
<i>Pacific Division</i>	6,162	9.2	16.1	0.6
Washington	1,100	1.7	2.3	0.7
Oregon	788	1.2	1.0	1.2
California	3,511	5.3	12.2	0.4
Alaska	327	0.5	0.2	2.5
Hawaii	436	0.7	0.3	2.3
TOTAL (50 STATES + D.C.)	69,313	100.0	100.0	1.0
<p>Note. Total of 50 states and District of Columbia excludes 5,367 individuals from territories and commonwealths and individuals with unknown state of origin.</p> <p>Source: DoD data from Office of the Assistant Secretary of Defense (Reserve Affairs), <i>Official Guard and Reserve Manpower Strengths and Statistics, FY 1992 Summary</i> (Washington, DC, 1992), pp. 2.237-2.238.</p> <p>Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.</p>				

civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as in the youth population -- for example, 10 percent of all recruits and 10 percent of all youth aged 18-24. A ratio of less than 1.00 means that relatively few youth in an area enlist in a Selected Reserve unit, while a ratio of more than 1.00 indicates above average market penetration.

The greatest proportion of Selected Reserve NPS recruits came from the South Region (38 percent), followed by the North Central, Northeast, and West Regions (26, 22, and 14 percent, respectively). Representation from the West declined 3 percentage points from FY 1991. All regions except the West had representation ratios greater than 1.00. Only 2 of 9 states in the Northeast, and 4 of 17 states in the South had ratios less than 1.00. The 12-state North Central Region had a representation ratio of 1.1 with Ohio, Illinois, and Michigan less than 1.00. In the West Region, the ratios ranged from a low of 0.4 in California to 3.0 in Wyoming. While Wyoming had the highest ratio of any state, its effect on the region's total was minor due to its small youth population. On the other hand, more than 12 percent of the nation's youth population live in California. Its ratio of 0.4 was the lowest in the nation and primarily responsible for the West having the lowest ratio of recruits-to-population among the census regions.

Characteristics of the Selected Reserve Enlisted Force

Age. There are substantive differences among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 6.8. The Air Force Reserve Components (ANG and USAFR) had the "oldest" members -- with 33 and 31 percent, respectively, of enlisted members 40 years of age or older. These proportions were strikingly different from the Active Components and other Reserve Components. For example, only 4 percent of USMCR enlisted members were 40 or older.

Table 6.8. FY 1992 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17-19	7.8	12.3	1.9	11.1	2.2	1.0	7.3	4.3
20-24	27.8	27.8	26.6	57.8	15.2	12.7	26.4	10.8
25-29	19.5	19.5	22.3	17.9	20.1	21.4	20.0	13.0
30-34	13.6	12.6	16.0	6.4	16.8	19.3	14.1	14.8
35-39	9.8	9.1	13.1	2.9	12.7	14.7	10.4	14.1
40-44	9.9	8.7	10.5	2.1	13.9	13.6	10.0	12.7
45-49	7.0	6.1	5.9	1.4	11.0	10.1	7.1	10.3
50+	4.8	3.7	3.5	*	8.2	7.3	4.7	20.0
Unknown	*	*	*	0.0	0.0	0.0	*	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Mean Age	30.6	29.5	30.9	24.2	34.5	34.4	30.8	
<p>* Less than 5 percent. Columns may not add to total due to rounding. Also see Appendix Table D-15 (Age by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.</p>								

Age differences result from diverse mission requirements and retention. The mission drives both the NPS/PS mix and the Reserve equivalent of a first term/career force mix in each Reserve Component. For example, the "labor intensive" requirements of infantry and other ground combat units usually mandate the need for younger individuals, while "equipment intensive" requirements demand more formal training. Normally, longer training periods result in the Services seeking recruits for longer terms of enlistment or maintaining a force with greater experience: hence a more aged force. Individuals in equipment-intensive or high-technology fields, such as those found more often in the Air and Naval Components, usually are more experienced, and therefore are older.

Education. As shown in Table 6.9, 97 percent of FY 1992 Selected Reserve enlisted members had a high school diploma or alternative credentials (Tiers 1 and 2), compared to 89 percent of the comparably aged civilian labor force. Comparing Table 6.5 (education levels of Selected Reserve accessions) with Table 6.9 reflects the emphasis on education in the Selected Reserve. Compared to FY 1991 data, the Selected Reserve improved its educational levels (Tiers 1 and 2) 4 percentage points. The greatest improvement was for the Army Reserve Components: 6-percentage-point increase for the ARNG and 8-percentage-point increase for the USAR.

Table 6.9. FY 1992 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18-44 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18-44 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher**	85.1	93.1	95.3	96.3	97.4	98.9	91.2	89.0
Tier 2: GED, Alternate Credentials	10.1	5.0	3.3	3.4	2.4	1.0	6.2	
Tier 3: No Credentials	4.8	1.9	1.4	0.3	0.2	0.1	2.6	11.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	7.0	13.3	29.7	7.0	14.1	19.3	13.0	53.2
<p>* Civilian numbers and percentages combine Tiers 1 and 2. ** Tier 1 includes members still in high school. Columns may not add to total due to rounding; columns exclude unknowns. Also see Appendix Tables D-19 (Educational Tier by Component and Gender) and D-20 (Educational Tier by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.</p>								

Race/Ethnicity. As shown in Table 6.10, the proportion of minority Service members varied by Reserve Component. The proportion of Blacks was slightly higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Component (22 percent). The USAR had the largest proportion of Blacks (28 percent), while the ANG had the lowest (9 percent). The USMCR had the greatest proportion of Hispanic members (9 percent) and "Other" racial minorities (5 percent).

Table 6.10. FY 1992 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18-44 Years Old (Percent)							
Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
White	75.0	64.8	78.9	71.4	85.0	76.2	74.1
Black	15.7	23.9	11.7	14.7	7.4	15.1	16.2
Hispanic	6.6	7.3	5.5	9.2	4.8	5.5	6.5
Other	2.8	4.0	4.0	4.8	2.8	3.3	3.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
White	62.2	48.5	71.9	65.7	77.8	66.3	60.2
Black	29.4	42.0	19.3	23.3	15.6	26.3	31.1
Hispanic	4.9	5.7	5.4	7.0	4.0	4.1	5.1
Other	3.5	3.9	3.5	4.0	2.7	3.3	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
White	74.0	61.5	77.8	71.2	84.0	74.4	72.3
Black	16.7	27.6	12.8	15.0	8.5	17.1	18.1
Hispanic	6.4	7.0	5.5	9.1	4.7	5.3	6.3
Other	2.8	3.9	3.9	4.8	2.8	3.3	3.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
18-44 YEAR-OLD CIVILIAN LABOR FORCE							
White	Black	Hispanic		Other		Total	
76.0	11.5	9.1		3.4		100.0	

Columns may not add to total due to rounding.
Also see Appendix Tables D-17 (Race/Ethnicity by Component and Gender) and D-18 (Ethnicity by Component).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

There were substantial gender differences in the racial and ethnic composition of Reserve Component members (Appendix Table D-17). While Black males represented 16 percent of the male enlisted Selected Reserve, Black females represented 31 percent of females. Fifty-two percent of USAR females were minorities: 42 percent Black, 6 percent Hispanic, and 4 percent in the "Other" racial category. Conversely, the ANG had the lowest proportion of minority females (22 percent).

Gender. The proportion of enlisted women was greater in the Selected Reserve than in the Active Component (13 versus 11 percent, respectively). However, as Table 6.11 makes clear, there were differences in the proportion of women among the Reserve Components. The component with the highest proportion of women was the USAR (21 percent), followed by the USAFR (18 percent). The USMCR had the lowest proportion (3 percent), followed by the ARNG (7 percent). These differences probably reflect the difference in combat arms missions among the components.

Table 6.11. FY 1992 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force, Age 18-44 Years Old (Percent)								
Gender	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18-44 Year-Old Civilians
Males	92.6	79.4	84.8	96.6	86.3	81.6	86.9	54.0
Females	7.4	20.6	15.2	3.4	13.7	18.4	13.1	46.0

Also, see Appendix Table D-15 (Age by Component and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Representation within occupations. The assignment of personnel to occupations is based upon individual qualifications and desires, military requirements, and unit vacancies. The changing missions of the Armed Services, including domestic and international humanitarian efforts, affect personnel assignment. Table 6.12 shows the occupational area distribution of Reserve and Active Components. The differences reflect each Reserve Component's unique mission requirements and force structure. Table 6.13 shows that in each Reserve Component, from just over one-half to two-thirds of enlisted personnel were assigned to three occupational areas. More ARNG and USMCR personnel were assigned to infantry, while those assigned in the USNR, ANG, and USAFR were most often in the electric/electronics areas. The USAR, while most often assigning people to administrative jobs, still had a substantial portion of the force serving in infantry.

Some analysts suggest that active duty members affected by the drawdown can keep their military affiliation by transferring to a Reserve Component. Table 6.14 indicates that the occupational distribution among Active and Reserve Components may preclude large increases of direct transfers within the same skill. For example, 27 and 12 percent of active Army enlisted members serve in infantry or communications specialties, respectively, but USAR requirements account for only 18 and 7 percent, respectively, of such skill areas. Similar occupational differences are found in each Service component. The skills, knowledges, and abilities required often preclude many members from transferring to a different occupational area unless they go through a costly retraining process.

Table 6.12. Comparison of Reserve and Active Enlisted Occupational Areas in FY 1992 (Percent)			
Occupational Code and Area		Reserve Components	Active Components
0	Infantry, Gun Crews, and Seamanship Specialists	19.8	17.7
1	Electronic Equipment Repairers	4.1	10.0
2	Communications and Intelligence Specialists	6.5	9.9
3	Medical and Dental Specialists	7.0	5.8
4	Other Allied Specialists	2.7	2.3
5	Functional Support and Administration	18.7	15.5
6	Electrical/Mechanical Equipment Repairers	16.3	20.0
7	Craftsmen	5.9	4.0
8	Service and Supply Handlers	10.3	8.8
9	Non-occupational*	9.0	6.0
Total		100.0	100.0
Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables D-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).			

Table 6.13. Three Most Populated Occupational Categories by Reserve Component (Percent)				
Component	Most Populated Category	Second Most Populated Category	Third Most Populated Category	% of Total
Army National Guard	Infantry 28.1	Electric/Electronic ¹ 22.1	Administration 14.1	64.3
Army Reserve	Administration 23.4	Infantry 17.5	Supply 12.3	53.2
Naval Reserve	Electric/Electronic ¹ 28.9	Administration 20.2	Seamanship 13.0	62.1
USMC Reserve	Infantry 28.5	Electric/Electronic ¹ 7.1	Supply 16.0	51.6
Air National Guard	Electric/Electronic ¹ 38.1	Administration 21.2	Craftsmen 9.5	68.8
Air Force Reserve	Electric/Electronic ¹ 32.2	Administration 25.5	Medical 10.1	67.8
¹ Electronic and Electrical categories combined. Also see Appendix Tables D-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).				

Table 6.14. Comparison of FY 1992 Occupational Area Distribution of Enlisted Members Active and Reserve Components (Percent)										
Occupational Areas	ACTIVE AND RESERVE COMPONENTS									
	ARMY			NAVY		MARINE CORPS		AIR FORCE		
	Active Component	Army National Guard	Army Reserve	Active Component	Naval Reserve	Active Component	USMC Reserve	Active Component	Air National Guard	USAF Reserve
0-Infantry	26.6	28.1	17.5	9.8	13.0	25.5	28.5	6.5	6.2	9.5
1-Electronic	4.0	2.1	1.5	16.1	8.2	6.6	3.7	12.0	11.6	6.4
2-Communications	11.7	7.3	6.5	10.1	8.0	7.6	8.3	6.9	3.5	2.3
3-Medical	7.4	4.7	10.5	6.6	10.1	0.0	0.0	6.8	4.1	10.1
4-Other Technical	2.4	2.5	2.6	0.9	1.5	2.3	1.1	3.9	5.1	3.2
5-Administration	16.1	14.1	23.4	9.6	20.2	15.6	12.1	21.7	21.2	25.5
6-Electrical	13.1	14.8	10.0	26.5	20.7	15.3	13.4	22.8	26.5	25.8
7-Craftsman	1.7	3.7	4.3	6.3	12.7	2.8	2.7	5.3	9.5	8.3
8-Supply	10.3	11.6	12.3	4.9	4.1	12.2	16.0	8.8	7.6	6.5
9-Non-Occupational	6.7	11.2	11.3	9.2	2.5	12.2	14.1	5.4	4.6	2.3

Representation of minorities within occupations. As shown in Table 6.15, the greatest percentages of Whites and Hispanics were in combat occupations (21 and 20 percent, respectively). The largest percentages of Blacks and "Other" racial group were in functional support and administration (26 and 21 percent, respectively). While Table 6.15 displays the occupational distribution within each race/ethnic group, Table 6.16 views the race/ethnicity distribution across occupational areas. Whites constituted 74 percent of Selected Reserve enlisted members, but comprised a higher proportion of all occupational areas, including combat, except medical, functional support, and service and supply areas (67, 65, and 66 percent, respectively). Blacks were overrepresented in the medical, functional support, and service and supply areas (23, 25, and 25 percent, respectively). The "Other" racial category and Hispanics had approximately equal representation in all occupations.

Representation of women within occupations. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 6.17. Most enlisted women were assigned to two occupational areas: functional support (44 percent) and medical (18 percent); enlisted men were assigned primarily to infantry (22 percent) and electrical/mechanical equipment repair (18 percent). Table 6.18 reflects the FY 1992 gender breakout across occupational areas in the Selected Reserve. One-third of the Guardsmen and Reservists assigned to medical occupations were women. Women made up 31 percent of the functional support area.

Table 6.15. FY 1992 Occupational Areas of Selected Reserve Enlisted Personnel Within Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	20.6	16.4	20.3	20.6
1	Electronic Equipment Repairers	4.7	2.2	3.1	4.1
2	Communications and Intelligence Specialists	6.7	6.0	5.9	5.5
3	Medical and Dental Specialists	6.5	8.7	7.6	8.3
4	Other Allied Specialists	2.9	2.2	2.3	1.8
5	Functional Support and Administration	16.8	25.7	18.2	21.3
6	Electrical/Mechanical Equipment Repairers	17.3	12.3	16.8	15.5
7	Craftsmen	6.4	4.3	5.1	5.2
8	Service and Supply Handlers	9.3	13.9	11.4	7.8
9	Non-occupational*	9.0	8.3	9.4	10.0
Total		100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties and unknowns.					
Also see Appendix Table D-22 (Occupational Area by Component and Race/Ethnicity).					

Table 6.16. FY 1992 Occupational Areas of Selected Reserve Enlisted Personnel Across Race/Ethnicity (Percent)						
Occupational Code and Area		White	Black	Hispanic	Other	Total
0	Infantry, Gun Crews, and Seamanship Specialists	75.1	15.0	6.4	3.5	100.0
1	Electronic Equipment Repairers	82.4	9.5	4.7	3.3	100.0
2	Communications and Intelligence Specialists	74.5	16.9	5.8	2.8	100.0
3	Medical and Dental Specialists	66.7	22.5	6.8	4.0	100.0
4	Other Allied Specialists	77.6	14.8	5.4	2.2	100.0
5	Functional Support and Administration	65.1	25.0	6.1	3.8	100.0
6	Electrical/Mechanical Equipment Repairers	76.6	13.7	6.5	3.2	100.0
7	Craftsmen	78.3	13.2	5.5	3.0	100.0
8	Service and Supply Handlers	65.8	24.6	7.0	2.6	100.0
9	Non-occupational*	72.9	16.9	6.6	3.7	100.0
Rows may not add to total due to rounding.						
* Non-occupational includes patients, students, those with unassigned duties and unknowns.						
Also see Appendix Table D-22 (Occupational Area by Component and Race/Ethnicity).						

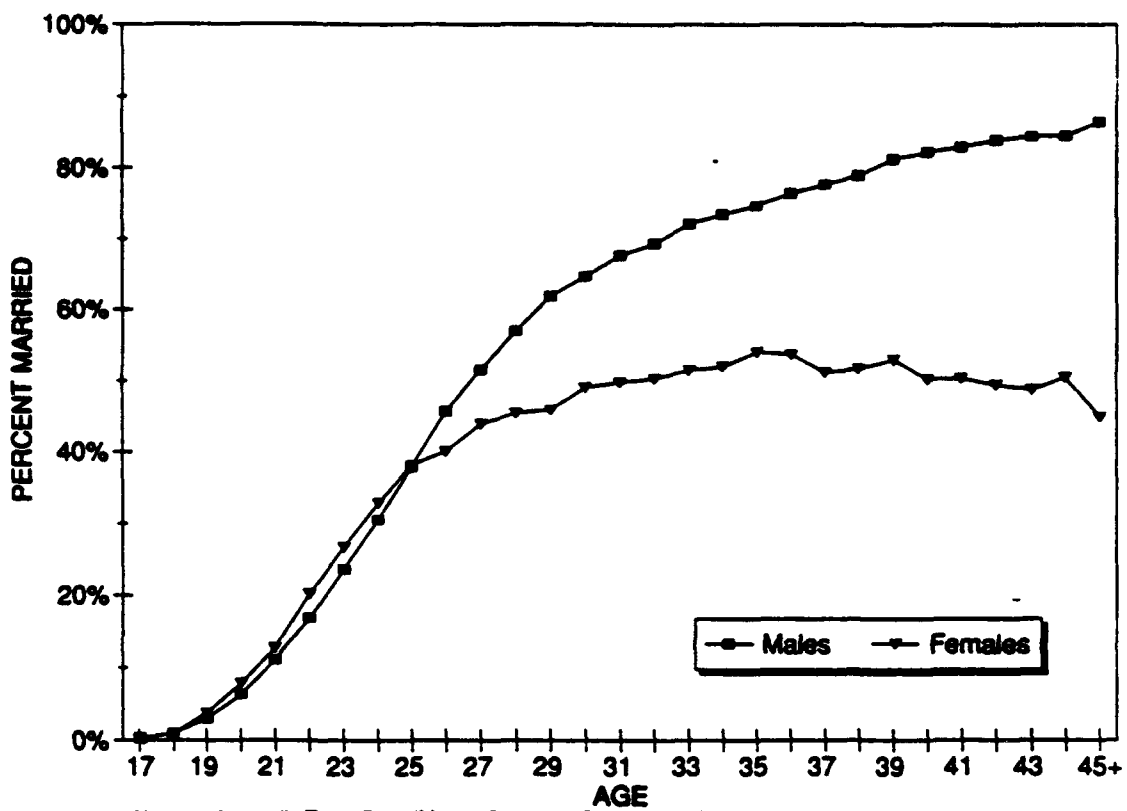
Tables 6.17 and 6.18 illustrate that the proportion of women in technical and craftsmen occupations was relatively low. Women were three times more likely than men to serve in medical and administrative areas. Because of the proportions of prior service accessions to the Selected Reserve, changes to the distribution of women among Selected Reserve occupations will hinge to a considerable extent on the occupational preferences of female accessions; the small number of Active Component women in "non-traditional" skills, and their willingness to join a Selected Reserve unit upon separating from active duty; and the proportion of technical skill unit vacancies. The April 1993 policy regarding the assignment of qualified women to combat aircraft and ships may affect the future occupational distribution of women in the Reserve Components.

Table 6.17. FY 1992 Occupational Areas of FY 1992 Selected Reserve Enlisted Personnel by Gender (Percent)			
Occupational Code and Area		Males	Females
0	Infantry, Gun Crews, and Seamanship Specialists	22.2	3.7
1	Electronic Equipment Repairers	4.5	1.7
2	Communications and Intelligence Specialists	6.7	5.2
3	Medical and Dental Specialists	5.3	18.1
4	Other Allied Specialists	2.8	1.9
5	Functional Support and Administration	14.8	44.1
6	Electrical/Mechanical Equipment Repairers	18.0	4.8
7	Craftsmen	6.5	1.7
8	Service and Supply Handlers	10.5	8.4
9	Non-occupational*	8.7	10.3
Total		100.0	100.0
Columns may not add to total due to rounding.			
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Tables D-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).			

Marital status. Table 6.19 shows that approximately half of Selected Reserve members were married, which is slightly lower than the comparable civilian population, and enlisted members in the Active Components. The proportion of married female Selected Reserve members was much lower than the proportion of married female civilians (36 and 59 percent, respectively). This difference is explained by the younger age of women enlisted members. The marital status of Selected Reserve enlisted members by gender and age is shown in Figure 6.3.

Table 6.18. FY 1992 Occupational Areas of Selected Reserve Enlisted Personnel Across Gender (Percent)				
Occupational Code and Area		Males	Females	Total
0	Infantry, Gun Crews, and Seamanship Specialists	97.6	2.4	100.0
1	Electronic Equipment Repairers	94.6	5.4	100.0
2	Communications and Intelligence Specialists	89.5	10.5	100.0
3	Medical and Dental Specialists	66.1	33.9	100.0
4	Other Allied Specialists	90.6	9.4	100.0
5	Functional Support and Administration	69.1	30.9	100.0
6	Electrical/Mechanical Equipment Repairers	96.1	3.9	100.0
7	Craftsmen	96.3	3.7	100.0
8	Service and Supply Handlers	89.2	10.8	100.0
9	Non-occupational*	84.9	15.1	100.0
* Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables D-21 (Occupational Area by Component and Gender) and D-22 (Occupational Area by Component and Race/Ethnicity).				

Table 6.19. FY 1992 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force Over 16 Years Old (Percent)		
Gender	DoD	Civilian Labor Force 17 Years and Older
Male	52.0	67.3
Female	35.7	59.4
Total	49.8	62.4
Also see Appendix Table D-16 (Age by Marital Status and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.		



Also see Appendix Table D-16 (Marital Status by Gender and Age).

Figure 6.3. Percent of married Selected Reserve enlisted members, by gender and age, FY 1992.

Chapter 7

SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 1992.¹ Table 7.1 compares the number and proportion of accessions with the officer corps. The largest proportion of Selected Reserve officers served in the ARNG and the USAR. The two Army Reserve Components comprised 55 percent of DoD officer accessions and 60 percent of total officer strength.

Table 7.1. FY 1992 Selected Reserve Officer Accessions and Officer Corps (Number and Percent)

Component	Officer Accessions		Officer Corps	
	Number	Percent	Number	Percent
Army National Guard	3,506	18.5	38,642	25.4
Army Reserve	6,890	36.5	53,217	35.0
Naval Reserve	4,766	25.2	26,609	17.5
USMC Reserve	961	5.1	2,989	2.0
Air National Guard	1,297	6.9	14,325	9.4
Air Force Reserve	1,500	7.9	16,067	10.6
Total	18,920	100.0	151,849	100.0
Columns may not add to total due to rounding. Also see Appendix Tables D-23 (Accessions by Age and Component) and D-24 (Officers by Age and Component).				

Characteristics of Selected Reserve Officer Accessions and Officer Corps

Source of commission and education. Each Reserve Component applies its own selection procedures for officer candidates. Many officer accessions who transfer from an Active Component already possess at least a college degree. Officer candidates who do not possess a degree undergo rigorous selection procedures, and must successfully complete an officer candidate or training school. For example, in FY 1992, 39 percent of ARNG officers received their commission through the ARNG Officer Candidate Schools (OCS) located in each state and territory; 30 percent of ANG officers were commissioned through its Academy of Military Science (AMS) located in Tennessee (Table 7.2).

The great variance among the Reserve Components in the sources of commission for officers is shown in Table 7.2. In the USAR, USNR, and USAFR, the largest source of

¹ Data are for commissioned officers; warrant officers are excluded.

commissions was through direct appointments. The overwhelming majority of USMCR officers (91 percent) obtained their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). PLC is a split-training program where candidates normally attend officer training in the summer after their junior and senior years of college.

Table 7.2. FY 1992 Source of Commission of Selected Reserve Officer Corps (Percent)							
Source of Commission	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Academy	0.6	2.6	10.1	2.9	4.9	6.3	4.0
ROTC- Scholarship	3.5	9.0	11.7	0.0	6.0	10.0	7.7
ROTC- No Scholarship	30.6	35.4	3.2	6.5	12.8	21.6	24.4
OCS/OTS/PLC	9.7	7.9	27.3	90.6	15.5	25.1	15.9
ANG AMS/ARNG OCS	38.5	4.8	0.0	0.0	30.2	1.0	14.4
Direct Appointment	14.9	36.1	37.8	0.0	29.7	35.7	29.6
Other	0.5	1.0	4.2	0.0	0.9	0.4	1.4
Unknown	1.7	3.2	5.7	0.0	0.0	0.0	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table D-33 (Officers by Source of Commission and Component).							

Table 7.3 shows significant variance in the educational attainment of FY 1992 Selected Reserve officer accessions and the officer corps. Over half (54 percent) of ARNG officer accessions were college graduates, a 10-percentage-point improvement since FY 1991 (44 percent). The USNR had the highest proportion of officer accessions with at least a college degree (99 percent); the ARNG had the lowest proportion (54 percent).

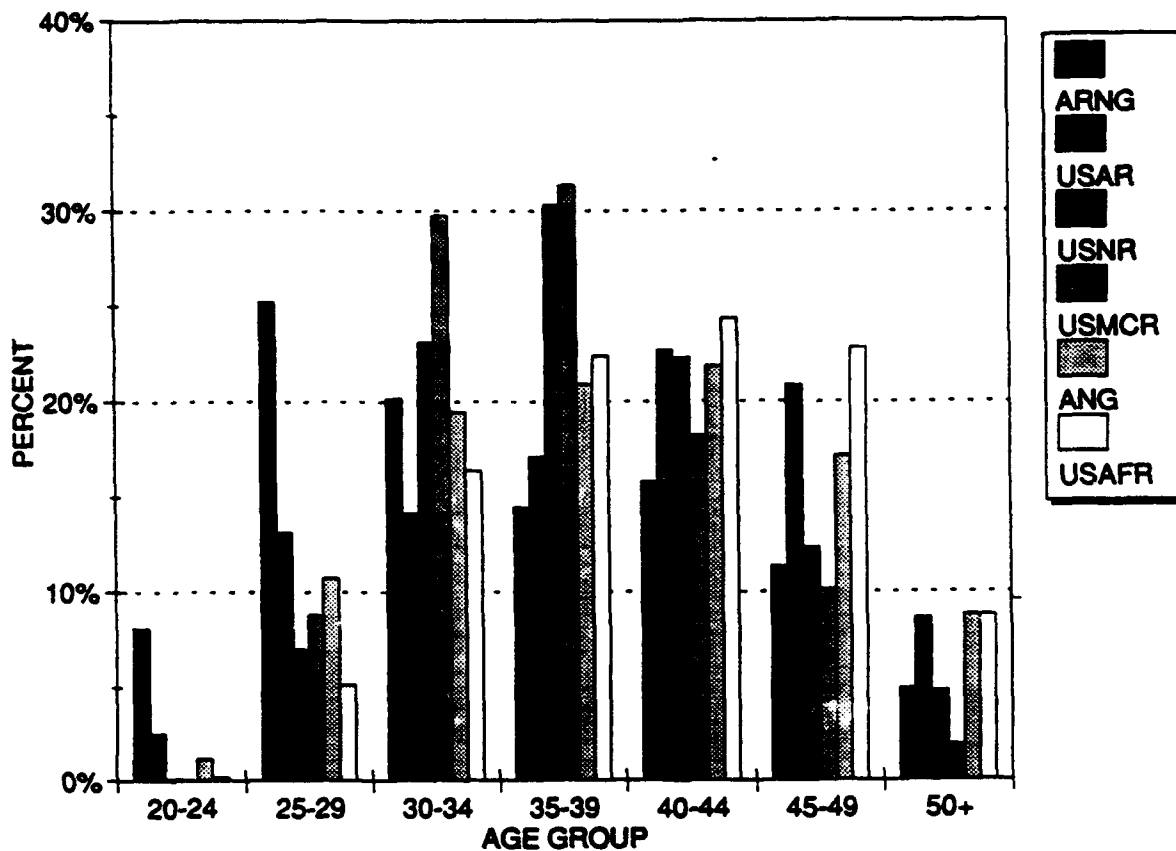
The proportion of Reserve Component officers with at least an undergraduate degree was much higher than that of its officer accessions, particularly for the ARNG and ANG. While 54 and 78 percent, respectively, of the officer accessions to those components had a college degree, the proportion of officers with a college degree increased to 63 and 90 percent, respectively.

A number of reasons help explain why more officers have college degrees than do officer accessions. While a number of Selected Reserve accessions had college credits, they had not yet earned a degree when they joined the Selected Reserve. Due to Service emphasis on an educated officer force, and individual officers joining to take advantage of educational opportunities and education financing (e.g., the Montgomery G.I. Bill), many non-degreed officers complete their college education while serving in the Selected Reserve.

Table 7.3. FY 1992 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps (Percent)							
Educational Attainment*	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
SELECTED RESERVE OFFICER ACCESSIONS							
Less than College Graduate	45.6	14.8	1.3	2.3	22.0	11.1	18.8
College Graduate (B.A., B.S., etc.)	45.7	63.1	64.4	74.4	60.0	58.3	59.4
Advanced Degree (M.A., Ph.D., etc.)	8.7	22.1	34.3	23.3	18.0	30.5	21.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	36.8	13.2	0.1	0.5	10.3	2.8	15.9
College Graduate (B.A., B.S., etc.)	46.6	55.8	63.8	72.8	60.8	48.3	54.4
Advanced Degree (M.A., Ph.D., etc.)	16.6	31.0	36.1	26.7	28.9	48.9	29.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Does not include unknowns. Also see Appendix Table D-28 (Education by Component).							

Age. The differing missions and force structures of the Reserve Components affect the age composition of officers as shown in Figure 7.1. The USAR and USAFR had the largest proportions of officers aged 40 and older (51 and 55 percent, respectively). Conversely, the ARNG and USMCR had the smallest proportions of officers 40 or older (32 and 30 percent, respectively). The ARNG, USAR, and ANG had greater proportions of officers aged 29 and younger (33, 16, and 12 percent, respectively) than the USMCR (9 percent).

Recruiting policies also affected the age structure of the Selected Reserve officer corps. One might expect the USMCR to have a greater proportion of younger officers than the other Reserve Components. However, this was not the case. Its policy to recruit only officers with prior military service increased the age of its officers.



Also see Appendix Table D-24 (Selected Reserve Officer Age by Component).

Figure 7.1. Percent of Selected Reserve officer corps by age group, FY 1992.

Gender. As shown in Table 7.4, women comprised 18 percent of Selected Reserve officer accessions and 16 percent of the Selected Reserve officer corps. The proportion of Selected Reserve female officer accessions was identical to that of the Active Components (each 18 percent). However, there were larger proportions of women in the Selected Reserve officer corps than in the Active Components (16 and 13 percent, respectively).

Table 7.4. FY 1992 Selected Reserve Female Officer Accessions and Officer Corps (Percent)							
	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Officer Accessions	11.8	23.6	11.9	5.0	17.1	29.1	17.5
Officer Corps	8.9	22.1	14.8	5.0	11.1	21.2	16.0

Also see Appendix Table D-25 (Gender by Component).

The impact of force structure and mission diversity was again reflected in the distribution of women officers among the Reserve Components. The proportion of female officers in the USMCR was 5 percent, while 22 percent of USAR and 21 percent of USAFR officers were females. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

Marital status. In FY 1992, a higher proportion of Selected Reserve officers than enlisted members were married (Table 7.5). Like the Active Components, more males (both officers and enlisted) were married than females. As detailed in Appendix Table D-26, the proportion of married male Selected Reserve officers (76 percent) was similar to the proportion of the male civilian college graduate labor force who were married (73 percent). However, the proportion of married female Selected Reserve officers (53 percent) was lower than their comparable female civilian college graduate labor force (62 percent).

Table 7.5. FY 1992 Married Selected Reserve Officers and Enlisted Members, by Gender and Civilians (Percent)				
Gender	Officer Corps	Civilian College Graduates	Enlisted	Civilian Labor Force, 17 Years and Older
Males	76.0	72.7	52.0	67.3
Females	52.5	62.3	35.7	59.4
Total	72.2	68.3	49.8	62.4
Also see Appendix Tables D-16 (Enlisted Members by Age, Marital Status, and Gender) and D-26 (Officers by Age, Marital Status, and Gender).				
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.				

Race/Ethnicity. The percentages of FY 1992 Selected Reserve officer accessions and officer corps by race/ethnicity are shown in Table 7.6. The proportions of Black and Hispanic officers in the Selected Reserve were comparable to the proportions in the Active Components (in both the Active and Reserve Components, Blacks and Hispanics comprised 7 and 2 percent, respectively, of the officer corps). The Army components of the Selected Reserve had the highest proportions of Black officers, while the USNR had the lowest.

Likewise, there were differences among the Reserve Components in the proportion of officers with Hispanic backgrounds. The ARNG had the largest proportion of Hispanic officers (4 percent); the USNR had the smallest percentage (1 percent). Hispanics comprised approximately 2 percent of the officer corps in each of the other Reserve Components.

Table 7.6. FY 1992 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent)					
Component	White	Black	Hispanic	Other	Total
SELECTED RESERVE OFFICER ACCESSIONS					
Army National Guard	85.1	7.9	4.2	2.7	100.0
Army Reserve	77.9	11.0	2.7	8.4	100.0
Naval Reserve	90.2	2.7	1.3	5.8	100.0
USMC Reserve	92.8	3.8	2.2	1.3	100.0
Air National Guard	90.8	4.1	2.1	3.1	100.0
Air Force Reserve	90.4	5.7	2.1	1.9	100.0
Total DoD	85.0	7.1	2.5	5.5	100.0
SELECTED RESERVE OFFICER CORPS					
Army National Guard	86.9	7.2	3.8	2.1	100.0
Army Reserve	81.6	11.2	2.6	4.6	100.0
Naval Reserve	90.9	3.1	1.2	4.9	100.0
USMC Reserve	93.4	3.8	1.7	1.1	100.0
Air National Guard	92.0	3.7	2.3	2.0	100.0
Air Force Reserve	91.8	4.3	1.8	2.1	100.0
Total DoD	86.9	7.2	2.5	3.4	100.0
Rows may not add to totals due to rounding.					

Representation within occupations. The distribution of officers across occupational areas is shown in Table 7.7 for both Active and Reserve Components. The largest proportions of Reserve Component officers (56 percent) and Active Component officers (58 percent) were assigned to tactical operations and health care positions. However, due to assigned missions, the Reserve Components had a smaller proportion than the Active Components in tactical operations (36 and 41 percent, respectively), but a greater proportion of officers in health care (21 and 17 percent, respectively).

Differences in occupational assignment among the Reserve Components are shown in Table 7.8. With the exception of USAR, the largest proportion of officers was in tactical operations. The ARNG and USMCR had the greatest proportions of officers in tactical operations (47 and 59 percent, respectively). The USAR and USAFR had the smallest proportions of officers in tactical operations (24 and 29 percent, respectively).

Table 7.7. FY 1992 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)		
Occupational Area	FY 1992 Reserve Components	FY 1992 Active Components
General Officers and Executives	0.4	0.4
Tactical Operations	35.7	40.5
Intelligence	5.0	4.6
Engineering and Maintenance	9.6	11.5
Scientists and Professionals	5.1	4.8
Health Care	20.5	17.4
Administration	9.2	7.0
Supply, Procurement, and Allied Occupations	9.1	8.8
Non-Occupational*	5.5	5.2
Total	100.0	100.0
Columns may not add to total due to rounding.		
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.		
Also see Appendix Tables D-30 (Occupational Area by Component) and B-30 (Occupational Area by Service).		

Many Selected Reserve officers were health care professionals. The USAR had the greatest proportion of officers in health care occupations (31 percent). Health care comprised the second largest percentage of officers in the ARNG, USNR, and USAFR (10, 18, and 25 percent, respectively). Fourteen percent of ANG officers were assigned to health care positions.

Similar to the Selected Reserve enlisted force, there is some doubt whether the Selected Reserve officer corps could absorb increased separations from the Active Components, unless force shaping policies were implemented in the Reserve Components during the drawdown period. As Table 7.9 suggests, the diversity in roles and missions among the Selected Reserve and Active Components may preclude greater numbers of direct transfers. For example, the USAR, USNR, USMCR, and USAFR could not absorb significant increases in transfers from Active Component tactical operations skills because their forces have fewer tactical operations positions than the Active Components. On the other hand, filling personnel requirements in the health care occupations in some Reserve Components by transfers would be difficult. While 22 percent of active duty Army officers were in health care professions, the ARNG had 10 percent of its officers in health care. Further, the different types of skills, education, and training required would preclude many active duty officers from transferring to another occupational area in the Reserves.

Table 7.8. Three Most Populated Occupational Categories by Selected Reserve Officers by Component (Percent)				
Component	Most Populated Category	Second Most Populated Category	Third Most Populated Category	Percent of Total Component
Army National Guard	Tactical Operations 47.1	Health Care 9.6	Supply/ Procurement 9.0	65.7
Army Reserve	Health Care 31.0	Tactical Operations 24.1	Supply/ Procurement 10.8	65.9
Naval Reserve	Tactical Operations 40.6	Health Care 18.4	Intelligence 10.3	69.3
USMC Reserve	Tactical Operations 58.7	Supply/ Procurement 12.5	Administration 7.4	78.6
Air National Guard	Tactical Operations 42.3	Engineering/ Maintenance 14.4	Health Care 13.6	70.3
Air Force Reserve	Tactical Operations 28.5	Health Care 24.8	Engineering/ Maintenance 12.3	65.6
Also see Appendix Tables D-30 (Occupational Area by Component), D-31 (Occupational Area by Component and Gender), and D-32 (Occupational Area by Component and Race/Ethnicity).				

Representation of women within occupations. The occupational assignments by gender of Selected Reserve officers are shown in Table 7.10. Nearly three-fourths of female officers were assigned to health care or administration positions (57 and 15 percent, respectively). As indicated in Appendix Table D-31, the assignment of women into officer occupational areas differs by component. Thirty-four percent of ARNG female officers were in health care positions, and 65 percent in the USAR. Conversely, 1 percent of USAR female officers held tactical operations positions compared to 4 percent in the ARNG. Similar to the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of Active Component female officers possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill unit vacancies; and combat exclusion laws and policies.

Representation of minorities within occupations. An overview of the distribution of Selected Reserve officers by race/ethnicity is provided in Table 7.11. More than half of Whites, Hispanics, and "Others" served in either tactical operations or health care occupations. The largest proportions of White and Hispanic officers were in tactical operations (37 and 33 percent, respectively); the largest percentages of Black and "Other" racial category officers were in health care occupations (28 and 31 percent, respectively).

**Table 7.9. Comparison of FY 1992 Occupational Area Distribution of Officers
by Active and Reserve Components (Percent)**

Occupational Areas	ACTIVE AND RESERVE COMPONENTS									
	ARMY			NAVY		MARINE CORPS		AIR FORCE		
	Active Component	Army National Guard	Army Reserve	Active Component	Naval Reserve	Active Component	USMC Reserve	Active Component	Air National Guard	USAF Reserve
General Officers	0.5	0.5	0.2	0.4	0.2	0.4	0.4	0.3	0.9	0.5
Tactical Operations	40.8	47.1	24.1	40.9	40.6	54.3	58.7	37.4	42.3	28.5
Intelligence	6.4	2.0	4.4	3.2	10.3	3.2	4.2	4.2	2.3	7.6
Engineering and Maintenance	9.2	8.6	8.7	9.1	8.7	6.8	6.6	16.3	14.4	12.3
Scientists and Professionals	3.7	3.1	6.4	3.8	3.5	2.9	4.8	6.9	3.9	9.8
Health Care	21.7	9.6	31.0	18.2	18.4	0.0	0.0	16.1	13.6	24.8
Administrators	6.5	6.9	10.2	5.5	9.6	6.8	7.4	8.5	13.4	7.5
Supply, Procurement, and Allied	10.4	9.0	10.8	6.6	7.3	12.2	12.5	8.1	6.2	8.6
Non-Occupational*	0.9	13.2	4.2	12.5	1.4	13.4	5.5	2.1	3.1	0.5

Columns may not add to 100 percent due to rounding.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Also see Appendix Tables D-30 (Occupational Area by Component), D-31 (Occupational Area by Component and Gender), and D-32 (Occupational Area by Component and Race/Ethnicity).

Table 7.10. FY 1992 Occupational Areas of Selected Reserve Officer Corps, by Gender (Percent)

Occupational Area	Male	Female	Total
General Officers and Executives	0.4	*	0.4
Tactical Operations	41.9	2.8	35.7
Intelligence	5.1	4.2	5.0
Engineering and Maintenance	10.3	5.5	9.6
Scientists and Professionals	5.8	1.9	5.1
Health Care	13.5	57.1	20.5
Administration	8.1	15.1	9.2
Supply, Procurement, and Allied Occupations	9.2	8.4	9.1
Non-Occupational**	5.7	4.9	5.5
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.

* Less than .5 percent.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Also see Appendix Table D-31 (Occupational Area by Component and Gender).

As detailed in Appendix Table D-32, there were race/ethnicity differences among Reserve Components by occupational areas. In tactical operations, the greatest differences were in the ANG (44 percent of Whites compared to 15 percent of Blacks). In the health care occupations, the largest diversity was in the USAFR where 45 percent of "Other" racial categories, 42 percent of Blacks, and 32 percent of Hispanics served in health care compared to 23 percent of Whites.

Table 7.11. FY 1992 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity (Percent)					
Occupational Area	White	Black	Hispanic	Other	Total
General Officers and Executives	0.4	0.1	0.8	0.1	0.4
Tactical Operations	37.4	20.3	32.6	25.5	35.7
Intelligence	5.3	2.1	2.8	4.9	5.0
Engineering and Maintenance	9.5	10.2	10.9	9.5	9.6
Scientists and Professionals	5.4	3.6	2.8	3.4	5.1
Health Care	19.4	27.9	21.8	30.9	20.5
Administration	8.8	14.4	10.8	8.8	9.2
Supply, Procurement, and Allied Occupations	8.7	14.2	10.7	7.4	9.1
Non-Occupational*	5.2	7.2	6.8	9.4	5.5
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Tables D-32 (Occupational Areas by Component and Race/Ethnicity).					

Chapter 8

A LOOK AHEAD

The demographic composition of the Armed Services is affected by many factors. Three major elements are the force structure of the military, the demographic composition of American youth, and attitudes toward military service. These three factors can be likened to a supply and demand equation. The first factor affects the demand side of the equation; force structure shapes the mission, size, and occupational requirements of the Services. The other two factors affect the supply side of the equation; that is, size, characteristics (such as socioeconomic profile, aptitude, and ability levels), and perceptions toward military service of the pool from which the Services draw volunteers. We can expect significant changes in these three factors over the next decade.

The long-term defense strategy of the Clinton Administration calls for a reduced force.¹ Once this plan is implemented, the Army and Air Force will take the deepest cuts. The proposed force structure includes Army reductions from 22 to 15 divisions, with 10 active and 5 National Guard divisions. The Air Force will lose eight fighter wings. The Navy will lose one aircraft carrier, one air wing, and 97 ships. Active Marine Corps troops will be cut by 8,000, while the Marine Corps Reserve will remain at its FY 1993 level.² With these reductions, the Services will need to recruit individuals with technical skills, the ability to perform more complex tasks, and leadership abilities.

The Changing Force Structure

It would be an understatement to say that the Department of Defense is in a period of transition. The international environment continues to change on a scale that seemed unimaginable as recent as five years ago. We have witnessed the end of communism as a powerful ideological enemy, the break-up of the Soviet Union, and the demise of the Warsaw Pact. In response both to such major changes in the security environment and to domestic budgetary pressures, the Armed Forces were directed to initiate major force reductions. Perceived continuing improvement in the security environment has led to plans for deeper reductions in the Active and Reserve Components.³

Future missions and roles. While the planned drawdown in large part was driven by perceptions of a decreased threat of international conflict, other factors have had a role in the planned adjustments to force structure and size, and the Active/Reserve force mix. Four factors cited by the Clinton Administration's "Bottom-Up Review" include the possibility of a proliferation of nuclear arms in the hands of regional aggressors or terrorist groups; regional conflicts driven by ethnic and religious differences; the failure of democratic

¹ Lancaster, J., "Pentagon Issues Plan for Future," *The Washington Post* (September 2, 1993), p. A1.

² Ibid.

³ The General Accounting Office, *Army Force Structure: Future Reserve Roles Shaped by New Strategy, Base Force Mandates, and Gulf War*, Report GAO/NSIAD-93-80 (Washington, DC, December 1992), p. 2.

reforms, particularly in the former Soviet Union; and continued threats to our economy.⁴ The Services have performed domestic and international humanitarian missions such as hurricane relief and international medical supply and food distribution. The Department of Defense is examining a number of alternative force structures addressing two bed-rock issues: how large (end-strength) do the Services need to be and how should the units and personnel be distributed among Active and Reserve Components.

Despite uncertainties in the international arena, pressure continues to reduce defense appropriations significantly. There is growing consensus that our Armed Services should be smaller, leaner, and more mobile. At the same time, the military must be prepared to respond rapidly to a wider range of international and domestic contingencies, including a greater role in non-traditional missions, such as peace-keeping, providing humanitarian support, and curbing the spread of nuclear arms.⁵ Defense planners, working with "shifting" end-strength and fiscal targets, strive to construct a balanced and flexible force, within more stringent budget allocations. The objective is to achieve a balance between Active and Reserve Components, youth and experience, careerists and non-careerists, and generalists and specialists. The goal is to select a force structure that ensures a balance of capability across the range of likely threats with minimal risk.

The Impact of Changing Force Structure

To date, the force drawdown has not had a significant impact on the socioeconomic, gender, and racial composition of the military. The proportion of minorities in the Service during the 1990-1992 time frame has remained relatively unchanged. The proportion of women in the military has increased slightly. The Services should be able to meet their recruiting goals in the near term, with no substantial shift in the demographics of new recruits or those serving in the military. However, as outlined in the next few paragraphs, the drawdown and force structure changes will eventually affect a number of personnel management areas.

Recruiting. Comparing projections of the youth population with recruiting requirements indicates that the pool of 18-year-olds will be larger than in past years. However, expectations based on the recruiting success of FY 1992 must be tempered by current experiences. There has been a decline in the propensity to enlist among 16- to 21-year-olds in each of the last two years, with young people citing diminished recruiting, reduced military career opportunities, and their post-Persian Gulf War awareness of the arduous nature of military life.⁶

Changing force structure and congressional direction may exacerbate recruiting difficulties for the Reserve Components. The National Guard and Selected Reserve are currently meeting mandated goals for recruiting increased numbers of prior service

⁴ "Aspin Redesigns Military to Face 4 Main Threats," *The Washington Times* (August 31, 1993), p. 3.

⁵ Lancaster, J., "Pentagon Issues Plan for Future," *The Washington Post* (September 2, 1993), p. A1.

⁶ "Witness Aspin Encounters Flak Back at Home," *The Washington Post* (March 31, 1993), p. A6.

personnel. However, concurrent with the drawdown, that supply will diminish significantly. Thus, calls for increasing the proportion of prior service members in the Reserve Components present a difficult challenge.

Occupation structure. A changing force structure will affect occupational requirements. As the Services become smaller, occupations within career areas are being merged. The degree to which such mergers will require incumbents with greater cognitive and technical skills will depend upon technological changes and shifts in training infrastructure and capacity. For example, reducing the number of trained individuals could require the recruitment of youth with higher levels of education and aptitude. Conversely, breakthroughs in technology and equipment component survivability might lessen the requirement for individuals with higher level aptitude.

Personnel management policies and practices. Personnel policies and practices are an adjunct to force structure changes. The Department of Defense believes that to have the most effective force possible to meet conditions of the post-Cold war era requires that the Services draw from the largest available talent pool.⁷ Toward that end, Secretary Aspin directed the Services to open up more specialties and assignments to women, specifically directing that women be permitted to compete for aircraft and ship assignments, directing the Navy to submit legislation permitting assignment of women to ships that are engaged in combat missions, and directing the Army and Marine Corps to study opportunities for women in additional assignments such as artillery units. The Secretary also established a committee to ensure that the policy is applied consistently across the Services. These changes may not necessarily affect the number of women in the military. However, these and future policy changes probably will result in shifts in occupational distribution of women in the military.

Shifting Demographic Patterns

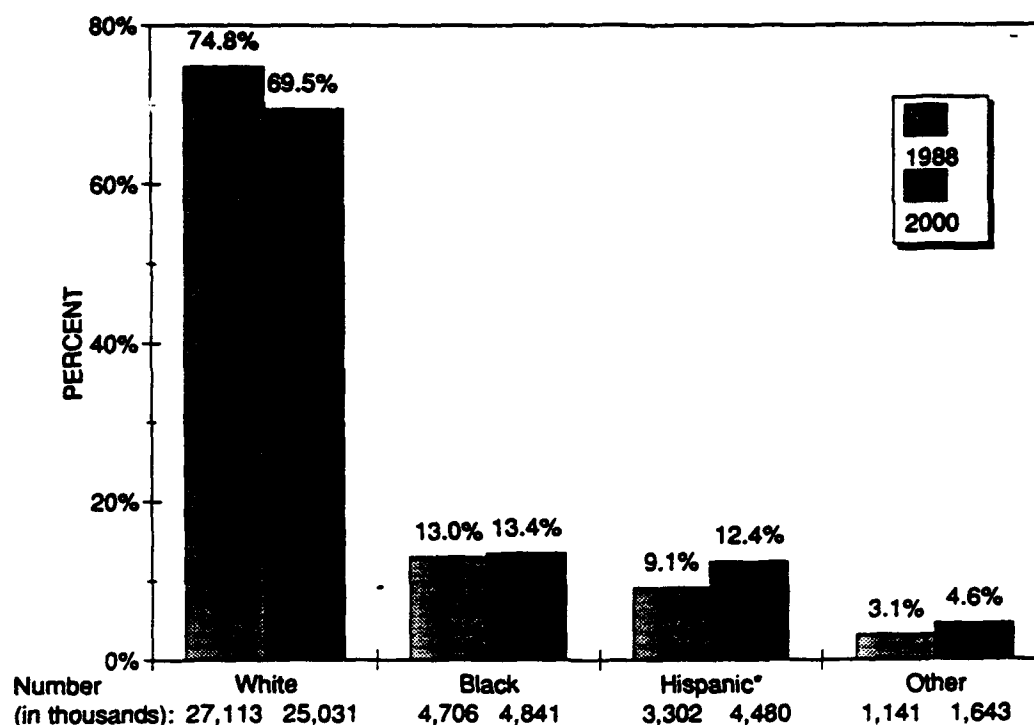
The demographic composition of the 16- to 24-year-old population is changing significantly. In 1988 there were more Blacks than Hispanic and "Other" racial categories combined. However, Blacks have the smallest growth rate among minorities. The proportion of Hispanics is projected to be almost equal to Blacks by the year 2000, and to be 12 percent higher than the Black population by the year 2025.⁸ Figure 8.1 shows the projected demographic changes in the 16- to 24-year-old youth population from the year 1988 to 2000.

⁷ Memorandum from Les Aspin, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

⁸ The Bureau of the Census estimates that individuals of Hispanic-origin are and will continue to be the fastest growing segment of the U.S. population, contributing 33 percent of the Nation's growth from 1992 to 2000, 37 percent from 2000 to 2010, and 43 percent from 2010 to 2030. A full discussion of national population projections is in Bureau of the Census, *Population Profile of the United States: 1993*, Special Study P23-185 (Washington, DC, May 1993), pp. 2-5.

Table 8.1 provides labor market projections by race, ethnicity, and gender. The projected Hispanic labor force will reach 14.3 million workers by the year 2000; "Other" racial categories will contribute 5.6 million workforce members in 2000. Blacks will have the smallest growth among minorities (25 percent), with an estimated 16.5 million in 2000. The proportion of White workers is expected to decline from 86 to 84 percent. The Census Bureau estimates that 95 percent of Hispanics categorize themselves as Whites. Excluding white Hispanics, there will be 105 million Whites in the American labor force in the year 2000.⁹

The number of women in the labor force is projected to grow by 12 million, for a total of 67 million by the year 2000. Women will account for 47 percent of the labor force, up from 45 percent in 1988. Projections indicate a future workforce of 50 percent men and 50 percent women.



* May be of any race; current population survey indicates 95% of Hispanic origin respondents also declare themselves as "white."

Source: Derived from Bureau of Labor Statistics, *Outlook 2000* (Washington, DC: U.S. Department of Labor, April 1990), Table A-1, p. 105.

Figure 8.1. Number and percent of 16-24 year-old civilians by race/ethnicity, 1988 and 2000.

⁹ Bureau of Labor Statistics, *Outlook 2000* (Washington, DC: U.S. Department of Labor, April 1990), pp. 6-9.

Table 8.1. Calendar Years 1988 and 2000 (Projected) Civilian Labor Force by Race/Ethnicity, and Gender (Millions)				
Race/Gender	1988	2000	Numerical Change	Percent Change
White	104.8	119.0	14.2	13.5
Male	(58.3)	(63.3)	(5.0)	8.6
Female	(46.4)	(55.7)	(9.3)	20.0
Black	13.2	16.5	3.3	25.0
Male	(6.6)	(8.0)	(1.4)	21.2
Female	(6.6)	(8.5)	(1.9)	28.8
Hispanics¹	9.0	14.3	5.3	58.9
Male	(5.4)	(8.3)	(2.9)	53.7
Female	(3.6)	(6.0)	(2.4)	66.7
Other	3.7	5.6	1.9	51.4
Male	(2.1)	(3.0)	(.9)	42.9
Female	(1.7)	(2.7)	(1.0)	58.8
Total	121.7	141.1	19.4	15.9
Males	(67.0)	(74.3)	(7.3)	10.9
Females	(54.7)	(66.8)	(12.1)	22.1
Columns may not add to total due to rounding.				
¹ Hispanics may be of any race.				
Sources: <i>Statistical Abstract of the United States: 1990</i> (Washington, DC: U.S. Department of Commerce, January 1990), p. 378; Fullerton, H.N., "New Labor Force Projections, Spanning 1988 to 2000," <i>Monthly Labor Review</i> , vol. 112, no. 11 (November 1989), pp. 3-12, and Bureau of Labor Statistics, <i>Outlook 2000</i> (Washington, DC: U.S. Department of Labor, April 1990), p. 107.				

The Impact of Changing Demographics

The future labor force from which recruits are drawn will be significantly different. It is not clear whether an increase in proportions of women, minorities, and immigrants will change the demographic composition of the military. As the demographic diversity of the U.S. labor force increases, there will be pressure to accommodate divergent social and cultural values. The same forces that press for change in private corporations and public institutions also work within the military. Increasing importance of family issues, the growing proportion of the population who have difficulty with the English language, divergent academic and/or technical preparation, and even possible changes in work ethic and values may affect the future force composition. However, long-range projections on the future demographic profile of the military and its impact on training and personnel readiness remain a matter of conjecture at this time.

Women. The increase of women in the labor force and the significant increase in the number of women earning college degrees means that women will comprise a much greater proportion of the supply of future enlisted and officer applicants. Whether that increased supply translates to greater proportions entering the military depends upon how they interpret growing opportunities and more diverse assignment patterns for women in the

Services, and their perception of the Services' commitment to gender-free personnel management policies and practices.

Hispanic Americans. Recent analyses indicate that the high school dropout rate for 16- to 24-year-old Hispanics was three times higher than for non-Hispanics (31 percent and 10 percent, respectively). Immigration appeared to be a contributing factor to the high dropout rate (43 percent dropout rate among Hispanics born outside the United States). Although the dropout rates for first- and second-generation Americans of Hispanic origin were lower than for Hispanics born outside of the United States, the rates were still much higher than for non-Hispanics.¹⁰ The National Center for Education Statistics estimates that unless migration patterns change, Hispanics will continue to have high dropout rates in the future.¹¹ Should high school completion rates for Hispanics improve, there are likely to be proportionately more Hispanics joining the military.

Perceptions of minorities about military service. Attitudes more than numbers may affect future minority enlistment/commissioning rates. Historically, Blacks have had a higher inclination to join the military than other groups. However, the propensity of 16- to 21-year-old Black males to enlist, as measured by the annual *Youth Attitude Tracking Study*,¹² dropped from 53 percent in 1989 to 37 percent in 1992. Further, the specter of war during Operation Desert Shield resulted in far less support of military operations by Blacks than by Whites.¹³ "Other" racial/ethnic groups also have exhibited lower inclinations to join the military. There is no reason to estimate that higher proportions of minorities in "Other" racial categories will join the Armed Services in the immediate future.

Immigration. Immigration also plays a significant role in the composition of the current and projected future work force. Immigration in the 1980s was the highest, proportionate to U.S. citizens, since the 1920-1929 period. Of the 5.8 million immigrants from 1981 to 1989, 43 percent were from Asia and 42 percent from South and Central America.¹⁴ The 1990 rate of 6.1 immigrants per 1,000 U.S. citizens was the highest since the first decade of the 1900s. As was the case in the 1980s, most immigrants were from Asia and South and Central America.¹⁵

¹⁰ National Center for Education Statistics, *Are Hispanic Dropout Rates Related to Migration?*, NCES Issue Brief 92-098 (Washington, DC, August 1992), pp. 1-2.

¹¹ *Ibid.*, (p. 2).

¹² Propensity measures are contained in the *Youth Attitude Tracking Study*, a DoD survey with results reported annually through the Defense Manpower Data Center, Arlington, VA.

¹³ Kitfield, J. "Total Force," *Government Executive*, (March 1991), pp. 10-15, reports the results of a New York Times/CBS poll (November 1990) indicating Blacks split equally when asked whether they favored military action or economic sanctions against Iraq, while Whites favored military action by a 4-to-1 margin.

¹⁴ U.S. Bureau of the Census, *Statistical Abstract of the United States: 1992* (Washington, DC: U.S. Department of Commerce, 1992), p. 11.

¹⁵ *Ibid.*, (p. 10).

Conclusion

Military success has been, and will continue to be, defined by its people. When personnel levels are reduced, each person may have to do more work. The Services will need people who can absorb increased levels of training; who can perform a broader array of technical tasks; who can make quick decisions in high-pressure situations; and who exhibit leadership, physical ability, and moral courage. The price of a poor selection decision, just as in the private sector,¹⁶ includes tangible costs, such as wasted compensation, recruitment, and training investments. In the military environment, the price of poor selection also includes an increased threat of injury or death. The key criterion for military effectiveness is to access and retain high-quality people, regardless of race, gender, or socioeconomic status. As stated by Janice Laurence, military manpower analyst with the Human Resources Research Organization:¹⁷

Few would argue the fact that today's soldiers, sailors, marines, and airmen truly are among the "best and brightest." However, the continuation of such... claims depends upon the interaction of many factors, including numerical requirements, market conditions, and characteristics of the personnel pool. Though the military is undergoing a period of sweeping change, including a streamlining of the force and a consolidation of jobs, personnel quality issues gain increased importance. Demographic shifts [such as] youth scarcity and the growth of women and minorities in the work force, together with concerns that the nation's human resources are being depleted are foreboding even for a smaller yet more complex and technologically sophisticated military.

DoD cannot predict precisely just how the future force structure may modify the knowledge, skills, and abilities needed by Service members to fulfill job and mission requirements. Certainly the extent and nature of such changes will be reflected in the demographic composition of the Active and Reserve Components, though it is too early to predict with certainty the degree of change. Current discussions point to the possibility of further reductions in recruiting resources and staffing, end-strength reductions beyond those currently programmed, upturns in economic conditions, and possible competition for high-quality young people from new federal job training or national service programs. Each of these factors could affect military recruiting and retention over the long term, and subsequently the composition of the military. While no significant shifts have occurred yet in the demographic characteristics of the military, demographic and attitudinal shifts in the American population might affect that composition in the years ahead.

¹⁶ Spraggins, E.E., "Hiring Without the Guesswork," *Inc.*, (February 1992), pp. 80-87.

¹⁷ Laurence, J.H., "Test Scores and the Recruit Quality Queue," in Eitelberg, M. & Mehay, S. (Eds.), *Marching Toward the 21st Century* (New York, NY: Praeger, in press).

Appendix A - Tables: Active Component Applicants

Table A-2. FY 1992 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number	AGE	MILITARY										17-35 YEAR OLD	
		MARRIED			UNMARRIED			TOTAL DoD			MARRIED CIVILIANS		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	
	16-17	345	121	466	74,363	13,966	88,329	74,708	14,087	88,795		62,871	
	18	1,090	406	1,496	70,193	14,945	85,138	71,283	15,351	86,634		116,074	
	19	1,650	666	2,316	42,186	9,486	51,672	43,836	10,152	53,988		222,129	
	20	2,038	794	2,832	25,222	5,709	30,931	27,260	6,503	33,763		400,538	
	21	2,110	818	2,928	16,028	3,811	19,839	18,138	4,629	22,767		642,214	
	22	1,945	776	2,721	10,303	2,556	12,859	12,248	3,332	15,580		855,617	
	23	1,632	583	2,215	6,546	1,837	8,383	8,178	2,420	10,598		1,087,532	
	24	1,305	496	1,801	4,226	1,196	5,422	5,531	1,692	7,223		1,361,455	
	25	1,041	393	1,434	2,813	802	3,615	3,854	1,195	5,049		1,653,655	
	26	918	401	1,319	1,978	655	2,633	2,896	1,056	3,952		1,756,297	
	27	794	339	1,133	1,484	526	2,010	2,278	865	3,143		2,116,275	
	28	599	265	864	1,071	370	1,441	1,670	635	2,305		2,504,645	
	29	473	234	707	753	283	1,036	1,226	517	1,743		2,597,311	
	30	420	156	576	585	237	822	1,005	393	1,398		2,814,119	
	31	335	149	484	487	196	683	822	345	1,167		2,834,103	
	32	279	121	400	360	145	505	639	266	905		3,090,742	
	33	242	119	361	281	131	412	523	250	773		3,322,360	
	34	209	119	328	271	138	409	480	257	737		3,104,444	
	35	98	51	149	42	34	76	140	85	225		3,148,893	
	36+	109	60	169	78	48	126	187	108	295		0	

• Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-2 (Continued). FY 1992 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										17-35 YEAR OLD	
	MARRIED					UNMARRIED					TOTAL DoD	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	1.96%	1.71%	1.89%	28.68%	24.47%	27.92%	26.98%	21.96%	26.04%	25.74%	23.93%	25.40%
18	6.18%	5.75%	6.06%	27.07%	26.19%	26.91%	25.74%	23.93%	25.40%	25.74%	23.93%	25.40%
19	9.36%	9.42%	9.38%	16.27%	16.62%	16.33%	15.83%	15.83%	15.83%	15.83%	15.83%	15.83%
20	11.56%	11.24%	11.47%	9.73%	10.00%	9.78%	9.84%	10.14%	9.90%	9.84%	10.14%	9.90%
21	11.97%	11.57%	11.85%	6.18%	6.68%	6.27%	6.55%	7.22%	6.68%	6.55%	7.22%	6.68%
22	11.03%	10.98%	11.02%	3.97%	4.48%	4.06%	4.42%	5.20%	4.57%	4.42%	5.20%	4.57%
23	9.26%	8.25%	8.97%	2.52%	3.22%	2.65%	2.95%	3.77%	3.11%	2.95%	3.77%	3.11%
24	7.40%	7.02%	7.29%	1.63%	2.10%	1.71%	2.00%	2.64%	2.12%	2.00%	2.64%	2.12%
25	5.90%	5.56%	5.81%	1.08%	1.41%	1.14%	1.39%	1.86%	1.48%	1.39%	1.86%	1.48%
26	5.21%	5.67%	5.34%	0.76%	1.15%	0.83%	1.05%	1.65%	1.16%	1.05%	1.65%	1.16%
27	4.50%	4.80%	4.59%	0.57%	0.92%	0.64%	0.82%	1.35%	0.92%	0.82%	1.35%	0.92%
28	3.40%	3.75%	3.50%	0.41%	0.65%	0.46%	0.60%	0.99%	0.68%	0.60%	0.99%	0.68%
29	2.68%	3.31%	2.86%	0.29%	0.50%	0.33%	0.44%	0.81%	0.51%	0.44%	0.81%	0.51%
30	2.38%	2.21%	2.33%	0.23%	0.42%	0.26%	0.36%	0.61%	0.41%	0.36%	0.61%	0.41%
31	1.90%	2.11%	1.96%	0.19%	0.34%	0.22%	0.30%	0.54%	0.34%	0.30%	0.54%	0.34%
32	1.58%	1.71%	1.62%	0.14%	0.25%	0.16%	0.23%	0.41%	0.27%	0.23%	0.41%	0.27%
33	1.37%	1.68%	1.46%	0.11%	0.23%	0.13%	0.19%	0.39%	0.23%	0.19%	0.39%	0.23%
34	1.19%	1.68%	1.33%	0.10%	0.24%	0.13%	0.17%	0.40%	0.22%	0.17%	0.40%	0.22%
35	0.56%	0.72%	0.60%	0.02%	0.06%	0.02%	0.05%	0.13%	0.07%	0.05%	0.13%	0.07%
36+	0.62%	0.85%	0.68%	0.03%	0.08%	0.04%	0.07%	0.17%	0.09%	0.07%	0.17%	0.09%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1992.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-3. FY 1992 Applicants* for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE											
	ARMY			NAVY			MARINE CORPS			AIR FORCE		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number												
White	68,024	15,145	83,169	62,034	9,752	71,786	32,422	2,232	34,654	32,204	11,609	43,813
Black	20,952	10,277	31,229	15,525	3,971	19,496	6,059	739	6,798	5,020	2,969	7,989
Hispanic	8,284	2,064	10,348	10,015	1,755	11,770	4,107	341	4,448	1,683	693	2,376
Other	3,992	1,135	5,127	3,534	656	4,190	1,712	170	1,882	1,335	630	1,965
TOTAL	101,252	28,621	129,873	91,108	16,134	107,242	44,300	3,382	47,682	40,143	14,201	54,344
b. Percent												
White	67.18%	52.92%	64.04%	68.09%	60.44%	66.94%	73.19%	64.10%	72.53%	80.03%	73.01%	78.04%
Black	20.69%	35.91%	24.05%	17.04%	24.61%	18.18%	13.68%	21.22%	14.23%	12.47%	18.67%	14.23%
Hispanic	8.18%	7.21%	7.97%	10.99%	10.88%	10.98%	9.27%	9.79%	9.31%	4.18%	4.36%	4.23%
Other	3.94%	3.97%	3.95%	3.88%	4.07%	3.91%	3.86%	4.88%	3.94%	3.32%	3.96%	3.50%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.
Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-4. FY 1992 Applicants* for Active Component Enlistment by Ethnicity and Service

ETHNICITY	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	4,114	3.17%	4,025	3.75%	2,332	4.88%	651	1.16%	11,122	3.26%				
PUERTO RICAN	2,226	1.71%	1,243	1.16%	362	0.76%	242	0.43%	4,073	1.19%				
CUBAN	102	0.08%	129	0.12%	19	0.04%	28	0.05%	278	0.08%				
LATIN AMER.	1,138	0.88%	740	0.69%	283	0.59%	176	0.31%	2,337	0.69%				
OTHER HISP.	2,768	2.13%	5,633	5.25%	1,452	3.04%	1,279	2.28%	11,132	3.26%				
ALEUTIAN	8	0.01%	7	0.01%	7	0.01%	4	0.01%	26	0.01%				
ESKIMO	18	0.01%	11	0.01%	16	0.03%	2	0.00%	47	0.01%				
N. AMER. INDIAN	992	0.76%	735	0.69%	482	1.01%	246	0.44%	2,455	0.72%				
CHINESE	127	0.10%	129	0.12%	47	0.10%	37	0.07%	340	0.10%				
JAPANESE	77	0.06%	83	0.08%	22	0.05%	39	0.07%	221	0.06%				
KOREAN	399	0.31%	198	0.18%	79	0.17%	86	0.15%	762	0.22%				
INDIAN	86	0.07%	74	0.07%	12	0.03%	32	0.06%	204	0.06%				
FILIPINO	1,024	0.79%	1,600	1.49%	266	0.56%	486	0.87%	3,376	0.99%				
VIETNAMESE	273	0.21%	332	0.31%	74	0.15%	52	0.09%	731	0.21%				
OTHER ASIAN	584	0.45%	599	0.56%	211	0.44%	388	0.69%	1,782	0.52%				
MELANESIAN	12	0.01%	1	0.00%	1	0.00%	2	0.00%	16	0.00%				
MICRONESIAN	129	0.10%	15	0.01%	3	0.01%	2	0.00%	149	0.04%				
POLYNESIAN	210	0.16%	64	0.06%	18	0.04%	17	0.03%	309	0.09%				
OTHER PACIFIC	142	0.11%	60	0.06%	35	0.07%	31	0.06%	268	0.08%				
OTHER/NONE**	115,264	88.75%	91,511	85.33%	42,035	87.97%	52,297	93.15%	301,107	88.29%				
UNKNOWN	180	0.14%	53	0.05%	26	0.05%	46	0.08%	305	0.09%				

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

** "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table A-5. FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number	GENDER	AFQT CATEGORY						Other/Unit.	TOTAL
		I	II	III A	III B	IV	V		
	ARMY								
	Male	4,516	32,136	23,171	21,923	16,528	2,202	776	101,252
	Female	674	7,258	7,005	7,753	5,300	434	197	28,621
	Total	5,190	39,394	30,176	29,676	21,828	2,636	973	129,873
	NAVY								
	Male	4,516	31,662	19,429	23,692	10,178	896	735	91,108
	Female	428	5,047	4,375	4,220	1,822	108	134	16,134
	Total	4,944	36,709	23,804	27,912	12,000	1,004	869	107,242
	MARINE CORPS								
	Male	1,285	14,716	11,578	11,984	4,040	240	457	44,300
	Female	91	1,212	1,117	727	282	17	36	3,482
	Total	1,376	15,928	12,695	12,711	4,322	257	493	47,782
	AIR FORCE								
	Male	2,000	16,274	9,822	7,474	2,556	157	1,959	40,242
	Female	438	5,761	4,155	3,360	1,426	57	704	15,901
	Total	2,438	22,035	13,977	10,834	3,982	214	2,663	56,143
	TOTAL DoD								
	Male	12,317	94,788	64,000	65,073	33,302	3,495	3,927	276,902
	Female	1,631	19,278	16,652	16,060	8,830	616	1,071	64,138
	Total	13,948	114,066	80,652	81,133	42,132	4,111	4,998	341,040
	1980, 18-23 YR OLD CIVILIANS								
	Male	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0	12,891,156
	Female	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0	12,517,865
	Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0	25,409,021

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-5 (Continued). FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent	GENDER	AFQT CATEGORY						TOTAL	
		I	II	III A	III B	IV	V		Other/Unk.
ARMY									
	Male	4.46%	31.74%	22.88%	21.65%	16.32%	2.17%	0.77%	100.00%
	Female	2.35%	25.36%	24.48%	27.09%	18.52%	1.52%	0.69%	100.00%
	Total	4.00%	30.33%	23.24%	22.85%	16.81%	2.03%	0.75%	100.00%
NAVY									
	Male	4.96%	34.75%	21.33%	26.00%	11.17%	0.98%	0.81%	100.00%
	Female	2.65%	31.28%	27.12%	26.16%	11.29%	0.67%	0.83%	100.00%
	Total	4.61%	34.23%	22.20%	26.03%	11.19%	0.94%	0.81%	100.00%
MARINE CORPS									
	Male	2.90%	33.22%	26.14%	27.05%	9.12%	0.54%	1.03%	100.00%
	Female	2.61%	34.81%	32.08%	20.88%	8.10%	0.49%	1.03%	100.00%
	Total	2.88%	33.33%	26.57%	26.60%	9.05%	0.54%	1.03%	100.00%
AIR FORCE									
	Male	4.97%	40.44%	24.41%	18.57%	6.35%	0.39%	4.87%	100.00%
	Female	2.75%	36.23%	26.13%	21.13%	8.97%	0.36%	4.43%	100.00%
	Total	4.34%	39.25%	24.90%	19.30%	7.09%	0.38%	4.74%	100.00%
TOTAL DoD									
	Male	4.45%	34.23%	23.11%	23.50%	12.03%	1.26%	1.42%	100.00%
	Female	2.54%	30.06%	25.96%	25.04%	13.77%	0.96%	1.67%	100.00%
	Total	4.09%	33.45%	23.65%	23.79%	12.35%	1.21%	1.47%	100.00%
1980, 18-23 YR OLD CIVILIANS									
	Male	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	0.00%	100.00%
	Female	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	0.00%	100.00%
	Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	0.00%	100.00%
* Refer to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.									
Rows may not add to totals due to rounding.									
Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).									

* Refer to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-6. FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

a. Number	RACE/ ETHNICITY	AFQT CATEGORY							TOTAL
		I	II	IIIA	IIIB	IV	V	Other/Unk.	
ARMY									
White	4,778	32,121	20,682	15,981	8,155	751	701	83,169	
Black	150	4,037	6,284	9,603	9,777	1,211	167	31,229	
Hispanic	96	1,970	2,205	2,871	2,703	443	60	10,348	
Other	166	1,266	1,005	1,221	1,193	231	45	5,127	
NAVY									
White	4,412	29,256	16,417	15,860	4,883	302	656	71,786	
Black	117	2,840	3,779	7,566	4,656	436	102	19,496	
Hispanic	270	3,497	2,811	3,318	1,673	146	55	11,770	
Other	145	1,116	797	1,168	788	120	56	4,190	
MARINE CORPS									
White	1,257	13,244	9,192	8,162	2,255	115	429	34,654	
Black	33	1,137	1,752	2,484	1,269	87	36	6,798	
Hispanic	34	1,000	1,265	1,526	574	33	16	4,448	
Other	52	547	486	539	224	22	12	1,882	
AIR FORCE									
White	2,236	18,680	10,691	7,725	2,108	94	2,279	43,813	
Black	71	1,935	2,158	2,099	1,423	95	208	7,989	
Hispanic	55	714	662	615	260	10	60	2,376	
Other	76	706	466	395	191	15	116	1,965	
TOTAL DoD									
White	12,683	93,301	56,982	47,728	17,401	1,262	4,065	233,422	
Black	371	9,949	13,973	21,752	17,125	1,829	513	65,512	
Hispanic	455	7,181	6,943	8,330	5,210	632	191	28,942	
Other	439	3,635	2,754	3,323	2,396	388	229	13,164	

• Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1987

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

Table A-6 (Continued). FY 1992 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	AFQT CATEGORY					
		I	II	IIIA	IIIB	IV	V Other/Unk. TOTAL
	ARMY						
	White	5.74%	38.62%	24.87%	19.22%	9.81%	0.90% 100.00%
	Black	0.48%	12.93%	20.12%	30.75%	31.31%	3.88% 100.00%
	Hispanic	0.93%	19.04%	21.31%	27.74%	26.12%	4.28% 100.00%
	Other	3.24%	24.69%	19.60%	23.82%	23.27%	4.51% 100.00%
	NAVY						
	White	6.15%	40.75%	22.87%	22.09%	6.80%	0.42% 100.00%
	Black	0.60%	14.57%	19.38%	38.81%	23.88%	2.24% 100.00%
	Hispanic	2.29%	29.71%	23.88%	28.19%	14.21%	1.24% 100.00%
	Other	3.46%	26.63%	19.02%	27.88%	18.81%	2.86% 100.00%
	MARINE CORPS						
	White	3.63%	38.22%	26.53%	23.55%	6.51%	0.33% 100.00%
	Black	0.49%	16.73%	25.77%	36.54%	18.67%	1.28% 100.00%
	Hispanic	0.76%	22.48%	28.44%	34.31%	12.90%	0.74% 100.00%
	Other	2.76%	29.06%	25.82%	28.64%	11.90%	1.17% 100.00%
	AIR FORCE						
	White	5.10%	42.64%	24.40%	17.63%	4.81%	0.21% 100.00%
	Black	0.89%	24.22%	27.01%	26.27%	17.81%	1.19% 100.00%
	Hispanic	2.31%	30.05%	27.86%	25.88%	10.94%	0.42% 100.00%
	Other	3.87%	35.93%	23.72%	20.10%	9.72%	0.76% 100.00%
	TOTAL DoD						
	White	5.43%	39.97%	24.41%	20.45%	7.45%	0.54% 100.00%
	Black	0.57%	15.19%	21.33%	33.20%	26.14%	2.79% 100.00%
	Hispanic	1.57%	24.81%	23.99%	28.78%	18.00%	2.18% 100.00%
	Other	3.33%	27.61%	20.92%	25.24%	18.20%	2.95% 100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.
Rows may not add to totals due to rounding.

Table A-7. FY 1992 Applicants* for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
Male	96,304	95.11%	2,309	2.28%	2,639	2.61%	101,252	100.00%
Female	27,612	96.47%	478	1.67%	531	1.86%	28,621	100.00%
Total	123,916	95.41%	2,787	2.15%	3,170	2.44%	129,873	100.00%
NAVY								
Male	86,908	95.39%	3,209	3.52%	991	1.09%	91,108	100.00%
Female	15,579	96.56%	426	2.64%	129	0.80%	16,134	100.00%
Total	102,487	95.57%	3,635	3.39%	1,120	1.04%	107,242	100.00%
MARINE CORPS								
Male	43,144	97.39%	528	1.19%	628	1.42%	44,300	100.00%
Female	3,400	97.65%	22	0.63%	60	1.72%	3,482	100.00%
Total	46,544	97.41%	550	1.15%	688	1.44%	47,782	100.00%
AIR FORCE								
Male	39,066	97.08%	814	2.02%	362	0.90%	40,242	100.00%
Female	15,493	97.43%	267	1.68%	141	0.89%	15,901	100.00%
Total	54,559	97.18%	1,081	1.93%	503	0.90%	56,143	100.00%
TOTAL DoD								
Male	265,422	95.85%	6,860	2.48%	4,620	1.67%	276,902	100.00%
Female	62,084	96.80%	1,193	1.86%	861	1.34%	64,138	100.00%
Total	327,506	96.03%	8,053	2.36%	5,481	1.61%	341,040	100.00%
18-24 YR OLD CIVILIANS								
Male	9,723,645	81.26%	**	0.00%	2,242,851	18.74%	11,966,496	100.00%
Female	10,394,980	84.22%	**	0.00%	1,947,804	15.78%	12,342,784	100.00%
Total	20,118,625	82.76%	**	0.00%	4,190,655	17.24%	24,309,280	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-8. FY 1992 Applicants* for Active Component Enlistment by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER				TOTAL	
	TIER 1	TIER 2	TIER 3		#	%
	#	%	#	%	#	%
ARMY						
White	78,800	94.75%	2,133	2.56%	2,236	2.69%
Black	30,284	96.97%	394	1.26%	551	1.76%
Hispanic	9,887	95.55%	186	1.80%	275	2.66%
Other	4,945	96.45%	74	1.44%	108	2.11%
NAVY						
White	68,335	95.19%	2,651	3.69%	800	1.11%
Black	18,874	96.81%	446	2.29%	176	0.90%
Hispanic	11,230	95.41%	433	3.68%	107	0.91%
Other	4,048	96.61%	105	2.51%	37	0.88%
MARINE CORPS						
White	33,757	97.41%	429	1.24%	468	1.35%
Black	6,657	97.93%	50	0.74%	91	1.34%
Hispanic	4,307	96.83%	57	1.28%	84	1.89%
Other	1,823	96.87%	14	0.74%	45	2.39%
AIR FORCE						
White	42,514	97.04%	894	2.04%	405	0.92%
Black	7,815	97.82%	117	1.46%	57	0.71%
Hispanic	2,315	97.43%	37	1.56%	24	1.01%
Other	1,915	97.46%	33	1.68%	17	0.87%
TOTAL DoD						
White	223,406	95.71%	6,107	2.62%	3,909	1.67%
Black	63,630	97.13%	1,007	1.54%	875	1.34%
Hispanic	27,739	95.84%	713	2.46%	490	1.69%
Other	12,731	96.71%	226	1.72%	207	1.57%
18-24 YEAR OLD CIVILIANS						
White	15,054,381	87.99%	**	0.00%	2,053,991	12.01%
Black	2,673,994	76.71%	**	0.00%	811,815	23.29%
Hispanic	1,583,924	56.94%	**	0.00%	1,197,718	43.06%
Other	806,327	86.38%	**	0.00%	127,131	13.62%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1992.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Sources: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table A-9. FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Gender

a. Number	GENDER	AFQT Results			Medical Results							DEP Entries	Accidents
		Cat. I-IV	Cat. V	Total	Passed	Incomplete	Temporary		Permanent		Moral Disqual.		
							Disqual.	Disqual.	Disqual.	Disqual.			
ARMY													
Male	98,997	2,340	101,337	56,121	1,221	3,769	5,555	66,666	3,771	54,862	64,121		
Female	28,087	458	28,545	13,341	391	1,793	1,438	16,963	1,260	13,252	12,452		
Total	127,084	2,798	129,882	69,462	1,612	5,562	6,993	83,629	5,031	68,114	76,573		
NAVY													
Male	89,844	968	90,812	60,564	1,125	4,223	5,997	71,909	2,347	63,724	50,274		
Female	15,934	112	16,046	8,665	242	1,219	926	11,052	192	9,158	8,190		
Total	105,778	1,080	106,858	69,229	1,367	5,442	6,923	82,961	2,539	72,882	58,464		
MARINE CORPS													
Male	43,814	263	44,077	32,585	501	1,396	2,829	37,311	1,662	34,419	30,173		
Female	3,437	16	3,453	1,847	38	250	217	2,352	69	2,083	1,595		
Total	47,251	279	47,530	34,432	539	1,646	3,046	39,663	1,731	36,502	31,768		
AIR FORCE													
Male	38,323	190	38,513	27,424	416	1,307	2,330	31,477	785	28,801	27,279		
Female	15,205	63	15,268	8,179	181	721	748	9,829	225	8,668	7,538		
Total	53,528	253	53,781	35,603	597	2,028	3,078	41,306	1,010	37,469	34,817		
TOTAL DoD													
Male	270,978	3,761	274,739	176,694	3,263	10,695	16,711	207,363	8,565	181,806	171,847		
Female	62,663	649	63,312	32,032	852	3,983	3,329	40,196	1,746	33,161	29,775		
Total	333,641	4,410	338,051	208,726	4,115	14,678	20,040	247,559	10,311	214,967	201,622		

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-9 (Continued). FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Gender

b. Percent

GENDER	AFQT Results				Medical Results			
	Cat. I-IV	Cat. V	Total	Passed	Incomplete	Temporary		Permanent
						Disqual.	Disqual.	
ARMY								
Male	97.69%	2.31%	100.00%	84.18%	1.83%	5.65%	8.33%	100.00%
Female	98.40%	1.60%	100.00%	78.65%	2.31%	10.57%	8.48%	100.00%
Total	97.85%	2.15%	100.00%	83.06%	1.93%	6.65%	8.36%	100.00%
NAVY								
Male	98.93%	1.07%	100.00%	84.22%	1.56%	5.87%	8.34%	100.00%
Female	99.30%	0.70%	100.00%	78.40%	2.19%	11.03%	8.38%	100.00%
Total	98.99%	1.01%	100.00%	83.45%	1.65%	6.56%	8.34%	100.00%
MARINE CORPS								
Male	99.40%	0.60%	100.00%	87.33%	1.34%	3.74%	7.58%	100.00%
Female	99.54%	0.46%	100.00%	78.53%	1.62%	10.63%	9.23%	100.00%
Total	99.41%	0.59%	100.00%	86.81%	1.36%	4.15%	7.68%	100.00%
AIR FORCE								
Male	99.51%	0.49%	100.00%	87.12%	1.32%	4.15%	7.40%	100.00%
Female	99.59%	0.41%	100.00%	83.21%	1.84%	7.34%	7.61%	100.00%
Total	99.53%	0.47%	100.00%	86.19%	1.45%	4.91%	7.45%	100.00%
TOTAL DoD								
Male	98.63%	1.37%	100.00%	85.21%	1.57%	5.16%	8.06%	100.00%
Female	98.97%	1.03%	100.00%	79.69%	2.12%	9.91%	8.28%	100.00%
Total	98.70%	1.30%	100.00%	84.31%	1.66%	5.93%	8.10%	100.00%
Rows may not add to totals due to rounding.								
Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants								

Rows may not add to total due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-10. FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Race/Ethnicity

a. Number	AFQT Results				Medical Results					Moral Disqual.	DEP Entries	Accidents	
	RACE/ETHNICITY	Cat. I-IV	Cat. V	Total	Passed	Incomplete	Temporary		Permanent Disqual.				Total
							Disqual.						
ARMY													
White	82,375		819	83,194	47,894	1,108	3,892	4,829	57,723	3,551	47,258	53,467	
Black	29,961		1,278	31,239	14,438	363	1,079	1,466	17,346	1,035	13,910	15,649	
Hispanic	9,881		462	10,343	4,804	94	412	411	5,721	271	4,653	5,093	
Other	4,867		239	5,106	2,326	47	179	287	2,839	174	2,293	2,364	
NAVY													
White	71,150		339	71,489	48,016	949	3,884	4,857	57,706	1,691	50,590	40,331	
Black	19,011		457	19,468	11,259	250	772	1,185	13,466	505	11,801	9,832	
Hispanic	11,607		152	11,759	7,696	125	599	590	9,010	275	8,149	6,188	
Other	4,010		132	4,142	2,258	43	187	291	2,779	68	2,342	2,113	
MARINE CORPS													
White	34,299		127	34,426	25,784	397	1,238	2,345	29,764	1,231	27,407	23,792	
Black	6,694		91	6,785	4,265	68	167	360	4,860	283	4,431	4,118	
Hispanic	4,401		38	4,439	3,068	46	173	225	3,512	137	3,261	2,733	
Other	1,857		23	1,880	1,315	28	68	116	1,527	80	1,403	1,125	
AIR FORCE													
White	41,685		111	41,796	28,959	487	1,659	2,524	33,629	838	30,469	28,635	
Black	7,704		106	7,810	4,157	70	219	350	4,796	110	4,405	3,868	
Hispanic	2,309		15	2,324	1,359	22	69	112	1,562	36	1,447	1,291	
Other	1,830		21	1,851	1,128	18	81	92	1,319	26	1,148	1,023	
TOTAL DoD													
White	229,509		1,396	230,905	150,653	2,941	10,673	14,555	178,822	7,311	155,724	146,225	
Black	63,370		1,932	65,302	34,119	751	2,237	3,361	40,468	1,933	34,547	33,467	
Hispanic	28,198		667	28,865	16,927	287	1,253	1,338	19,805	719	17,510	15,305	
Other	12,564		415	12,979	7,027	136	515	786	8,464	348	7,186	6,625	

Enlistment outcomes during FY 1992: not outcomes for the FY 1992 cohort of applicants.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-10 (Continued). FY 1992 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Race/Ethnicity

b. Percent	AFQT Results					Medical Results				
	RACE/ETHNICITY	Cat. I-IV	Cat. V	Total	Passed	Incomplete	Temporary		Permanent	
							Disqual.	Disqual.		
ARMY										
White	99.02%		0.98%	100.00%	82.97%	1.92%	6.74%	8.37%	100.00%	
Black	95.91%		4.09%	100.00%	83.24%	2.09%	6.22%	8.45%	100.00%	
Hispanic	95.53%		4.47%	100.00%	83.97%	1.64%	7.20%	7.18%	100.00%	
Other	95.32%		4.68%	100.00%	81.93%	1.66%	6.31%	10.11%	100.00%	
NAVY										
White	99.53%		0.47%	100.00%	83.21%	1.64%	6.73%	8.42%	100.00%	
Black	97.65%		2.35%	100.00%	83.61%	1.86%	5.73%	8.80%	100.00%	
Hispanic	98.71%		1.29%	100.00%	85.42%	1.39%	6.65%	6.55%	100.00%	
Other	96.81%		3.19%	100.00%	81.25%	1.55%	6.73%	10.47%	100.00%	
MARINE CORPS										
White	99.63%		0.37%	100.00%	86.63%	1.33%	4.16%	7.88%	100.00%	
Black	98.66%		1.34%	100.00%	87.76%	1.40%	3.44%	7.41%	100.00%	
Hispanic	99.14%		0.86%	100.00%	87.36%	1.31%	4.93%	6.41%	100.00%	
Other	98.78%		1.22%	100.00%	86.12%	1.83%	4.45%	7.60%	100.00%	
AIR FORCE										
White	99.73%		0.27%	100.00%	86.11%	1.45%	4.93%	7.51%	100.00%	
Black	98.64%		1.36%	100.00%	86.68%	1.46%	4.57%	7.30%	100.00%	
Hispanic	99.35%		0.65%	100.00%	87.00%	1.41%	4.42%	7.17%	100.00%	
Other	98.87%		1.13%	100.00%	85.52%	1.36%	6.14%	6.97%	100.00%	
TOTAL DoD										
White	99.40%		0.60%	100.00%	84.25%	1.64%	5.97%	8.14%	100.00%	
Black	97.04%		2.96%	100.00%	84.31%	1.86%	5.53%	8.31%	100.00%	
Hispanic	97.69%		2.31%	100.00%	85.47%	1.45%	6.33%	6.76%	100.00%	
Other	96.80%		3.20%	100.00%	83.02%	1.61%	6.08%	9.29%	100.00%	

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-11. FY 1992 NPS Applicants for Active Component Enlistment in Tier 1 by Application Outcome, Service, and Gender

a. Number	GENDER	AFQT Results				Medical Results					Mental Disqual.	DEP Entries	Accounts
		Cat. I-IV	Cat. V	Total	Passed	Incomplete	Temporary		Permanent Disqual.				
							Disqual.	Total					
ARMY													
Male	94,141	2,247	96,388	54,233	72	3,608	5,320	63,233	3,656	53,266	63,224		
Female	27,093	446	27,539	13,014	374	1,745	1,396	16,529	1,242	12,975	12,324		
Total	121,234	2,693	123,927	67,247	446	5,353	6,716	79,762	4,898	66,241	75,548		
NAVY													
Male	85,679	923	86,602	58,315	44	4,050	5,789	68,198	2,207	61,428	48,241		
Female	15,386	106	15,492	8,452	238	1,194	906	10,790	186	8,952	7,993		
Total	101,065	1,029	102,094	66,767	282	5,244	6,695	78,988	2,393	70,380	56,234		
MARINE CORPS													
Male	42,659	258	42,917	31,751	18	1,346	2,743	35,858	1,580	33,547	29,371		
Female	3,356	15	3,371	1,825	37	246	212	2,320	64	2,062	1,582		
Total	46,015	273	46,288	33,576	55	1,592	2,955	38,178	1,644	35,609	30,953		
AIR FORCE													
Male	37,212	179	37,391	26,800	31	1,265	2,260	30,356	769	28,251	26,885		
Female	14,818	62	14,880	8,029	181	711	729	9,650	218	8,537	7,446		
Total	52,030	241	52,271	34,829	212	1,976	2,989	40,006	987	36,788	34,331		
TOTAL DoD													
Male	259,691	3,607	263,298	171,099	165	10,269	16,112	197,645	8,212	176,492	167,721		
Female	60,653	629	61,282	31,320	830	3,896	3,243	39,289	1,710	32,526	29,345		
Total	320,344	4,236	324,580	202,419	995	14,165	19,355	236,934	9,922	209,018	197,066		

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-11 (Continued). FY 1992 NPS Applicants for Active Component Enlistment in Educational Tier 1 by Application Outcome, Service, and Gender

b. Percent	AFQT Results				Medical Results			
	GENDER	Cat. I-IV	Cat. V	Total	Passed	Incomplete	Temporary	
							Disqual.	Permanent Disqual.
								Total
ARMY								
	Male	97.67%	2.33%	100.00%	85.77%	0.11%	5.71%	8.41%
	Female	98.38%	1.62%	100.00%	78.73%	2.26%	10.56%	8.45%
	Total	97.83%	2.17%	100.00%	84.31%	0.56%	6.71%	8.42%
NAVY								
	Male	98.93%	1.07%	100.00%	85.51%	0.06%	5.94%	8.49%
	Female	99.32%	0.68%	100.00%	78.33%	2.21%	11.07%	8.40%
	Total	98.99%	1.01%	100.00%	84.53%	0.36%	6.64%	8.48%
MARINE CORPS								
	Male	99.40%	0.60%	100.00%	88.55%	0.05%	3.75%	7.65%
	Female	99.56%	0.44%	100.00%	78.66%	1.59%	10.60%	9.14%
	Total	99.41%	0.59%	100.00%	87.95%	0.14%	4.17%	7.74%
AIR FORCE								
	Male	99.52%	0.48%	100.00%	88.29%	0.10%	4.17%	7.44%
	Female	99.58%	0.42%	100.00%	83.20%	1.88%	7.37%	7.55%
	Total	99.54%	0.46%	100.00%	87.06%	0.53%	4.94%	7.47%
TOTAL DoD								
	Male	98.63%	1.37%	100.00%	86.57%	0.08%	5.20%	8.15%
	Female	98.97%	1.03%	100.00%	79.72%	2.11%	9.92%	8.25%
	Total	98.69%	1.31%	100.00%	85.43%	0.42%	5.98%	8.17%

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-12. FY 1992 NPS Applicants for Active Component Enlistment in Tier 2 by Application Outcome, Service, and Gender

a. Number	AFQT Results										Medical Results							DEP Entries	Moral Disqual.	Total	Permanent Disqual.	Accounts																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-12 (Continued). FY 1992 NPS Applicants for Active Component Enlistment in Educational Tier 2 by Application Outcome, Service, and Gender

b. Percent	AFQT Results				Medical Results			
	Cat. I-IV		Cat. V		Total		Passed	
	GENDER						Temporary	Permanent
							Disqual.	Disqual.
								Total
ARMY								
Male	98.83%	1.17%	100.00%	85.83%	2.54%	5.16%	6.47%	100.00%
Female	98.95%	1.05%	100.00%	82.44%	2.67%	8.40%	6.49%	100.00%
Total	98.85%	1.15%	100.00%	85.29%	2.56%	5.68%	6.47%	100.00%
NAVY								
Male	99.35%	0.65%	100.00%	86.45%	1.88%	5.77%	5.91%	100.00%
Female	99.29%	0.71%	100.00%	84.93%	0.46%	7.76%	6.85%	100.00%
Total	99.34%	0.66%	100.00%	86.31%	1.75%	5.95%	5.99%	100.00%
MARINE CORPS								
Male	99.62%	0.38%	100.00%	89.24%	0.78%	4.31%	5.68%	100.00%
Female	100.00%	0.00%	100.00%	92.31%	7.69%	0.00%	0.00%	100.00%
Total	99.64%	0.36%	100.00%	89.31%	0.95%	4.20%	5.53%	100.00%
AIR FORCE								
Male	99.22%	0.78%	100.00%	88.00%	1.09%	4.55%	6.36%	100.00%
Female	99.60%	0.40%	100.00%	85.11%	0.00%	6.38%	8.51%	100.00%
Total	99.31%	0.69%	100.00%	87.41%	0.87%	4.92%	6.80%	100.00%
TOTAL DoD								
Male	99.18%	0.82%	100.00%	86.76%	1.86%	5.28%	6.10%	100.00%
Female	99.23%	0.77%	100.00%	84.09%	1.42%	7.56%	6.93%	100.00%
Total	99.19%	0.81%	100.00%	86.43%	1.81%	5.56%	6.20%	100.00%

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-13. FY 1992 NPS Applicants for Active Component Enlistment in Tier 3 by Application Outcome, Service, and Gender

a. Number	AFQT Results				Medical Results						Moral Disqual.	DEP Entries	Accounts	
	AFQT Results			Medical Results			Total	Moral Disqual.	DEP Entries	Accounts				
	at I-IV	Cat. V	Total	Passed	Incomplete	Temporary Disqual.								Permanent Disqual.
GENDER														
ARMY														
Male	2,574	66	2,640	707	42	90	146	985	84	492	34			
Female	523	7	530	111	10	26	25	172	7	76	5			
Total	3,097	73	3,170	818	52	116	171	1,157	91	568	39			
NAVY														
Male	967	24	991	361	10	47	79	497	18	328	113			
Female	126	3	129	27	3	8	5	43	1	25	3			
Total	1,093	27	1,120	388	13	55	84	540	19	353	116			
MARINE CORPS														
Male	628	3	631	378	24	28	57	487	56	375	35			
Female	59	1	60	10	0	4	5	19	3	11	0			
Total	687	4	691	388	24	32	62	506	59	386	35			
AIR FORCE														
Male	351	5	356	140	11	17	35	203	6	111	42			
Female	140	0	140	30	0	1	7	38	2	18	5			
Total	491	5	496	170	11	18	42	241	8	129	47			
TOTAL DoD														
Male	4,520	98	4,618	1,586	87	182	317	2,172	164	1,306	224			
Female	848	11	859	178	13	39	42	272	13	130	13			
Total	5,368	109	5,477	1,764	100	221	359	2,444	177	1,436	237			

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-13 (Continued). FY 1992 NPS Applicants for Active Component Enlistment in Educational Tier 3 by Application Outcome, Service, and Gender

b. Percent	AFQT Results				Medical Results			
	Cat. I-IV		Cat. V		Total		Passed	
	GENDER	Cat. I-IV	Cat. V	Total	Temporary Disqual.	Permanent Disqual.	Total	Total
ARMY								
Male	97.50%	97.50%	2.50%	100.00%	4.26%	9.14%	14.82%	100.00%
Female	98.68%	98.68%	1.32%	100.00%	5.81%	15.12%	14.53%	100.00%
Total	97.70%	97.70%	2.30%	100.00%	4.49%	10.03%	14.78%	100.00%
NAVY								
Male	97.58%	97.58%	2.42%	100.00%	2.01%	9.46%	15.90%	100.00%
Female	97.67%	97.67%	2.33%	100.00%	6.98%	18.60%	11.63%	100.00%
Total	97.59%	97.59%	2.41%	100.00%	2.41%	10.19%	15.56%	100.00%
MARINE CORPS								
Male	99.52%	99.52%	0.48%	100.00%	4.93%	5.75%	11.70%	100.00%
Female	98.33%	98.33%	1.67%	100.00%	0.00%	21.05%	26.32%	100.00%
Total	99.42%	99.42%	0.58%	100.00%	4.74%	6.32%	12.25%	100.00%
AIR FORCE								
Male	98.60%	98.60%	1.40%	100.00%	5.42%	8.37%	17.24%	100.00%
Female	100.00%	100.00%	0.00%	100.00%	0.00%	2.63%	18.42%	100.00%
Total	98.99%	98.99%	1.01%	100.00%	4.56%	7.47%	17.43%	100.00%
TOTAL DoD								
Male	97.88%	97.88%	2.12%	100.00%	4.01%	8.38%	14.59%	100.00%
Female	98.72%	98.72%	1.28%	100.00%	4.78%	14.34%	15.44%	100.00%
Total	98.01%	98.01%	1.99%	100.00%	4.09%	9.04%	14.69%	100.00%

Rows may not add to totals due to rounding.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-14. Process for FY1992 NPS Applicants by Census Region, Division, and State

CENSUS REGION CENSUS DIVISION STATE	AFQT Results				Medical Results								Mental Disqual.	DEP Entries	Accusations
	Cat. I-IV	Cat. V	Total	Passed	Temporary				Permanent Disqual.	Total					
					Incomplete	Disqual.	Disqual.	Disqual.							
NORTHEAST REGION	48,758	483	49,241	30,936	675	2,062	2,968	36,641	1,668	31,836	30,285				
<i>New England Division</i>															
Maine	12,418	102	12,520	8,117	176	492	795	9,580	505	8,320	7,901				
New Hampshire	1,927	8	1,935	1,290	18	41	164	1,513	68	1,337	1,354				
Vermont	1,463	8	1,471	1,032	21	59	98	1,210	47	1,067	1,102				
Massachusetts	782	8	790	469	14	27	59	569	34	459	449				
Rhode Island	4,915	53	4,968	3,140	79	218	278	3,715	209	3,221	3,031				
Connecticut	850	7	857	535	13	33	52	633	52	554	494				
	2,481	18	2,499	1,651	31	114	144	1,940	95	1,682	1,551				
<i>Middle Atlantic Division</i>															
New York	36,340	381	36,721	22,819	499	1,570	2,173	27,061	1,163	23,516	22,304				
New Jersey	16,849	163	17,012	10,331	230	665	948	12,174	595	10,648	10,125				
Pennsylvania	5,835	75	5,910	3,691	112	308	279	4,390	193	3,736	3,506				
	13,656	143	13,799	8,797	157	597	946	10,497	375	9,132	8,673				
NORTH CENTRAL REGION	75,957	755	76,712	49,014	948	3,147	4,700	57,809	2,358	50,785	48,191				
<i>East North Central Division</i>															
Ohio	54,847	574	55,421	35,307	679	2,183	3,249	41,418	1,686	36,594	34,553				
Indiana	16,425	177	16,602	10,667	209	639	943	12,458	423	11,032	10,164				
Illinois	7,551	64	7,615	4,777	83	347	465	5,672	228	5,004	4,623				
Michigan	12,817	153	12,970	8,192	145	534	739	9,611	419	8,476	8,016				
Wisconsin	13,130	138	13,268	8,530	190	445	769	9,934	471	8,790	8,466				
	4,924	42	4,966	3,140	52	218	333	3,743	145	3,292	3,284				
<i>West North Central Division</i>															
Minnesota	21,110	181	21,291	13,707	269	964	1,451	16,391	672	14,191	13,638				
Iowa	3,751	24	3,775	2,431	42	132	334	2,939	139	2,464	2,536				
Missouri	3,365	28	3,393	2,087	39	154	234	2,514	129	2,187	2,138				
North Dakota	6,805	73	6,878	4,610	90	318	440	5,458	207	4,806	4,553				
South Dakota	759	4	763	470	11	27	84	592	20	502	484				
Nebraska	1,110	8	1,118	734	13	65	74	886	29	764	725				
Kansas	2,439	20	2,459	1,544	49	102	126	1,821	85	1,592	1,398				
	2,881	24	2,905	1,831	25	166	159	2,181	63	1,876	1,804				

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-14 (Continued). Process for FY1992 NPS Applicants by Census Region, Division, and State

CENSUS REGION CENSUS DIVISION STATE	AFQT Results				Medical Results							Moral Disqual.	DEP Entries	Accommod. 83,919
	Cat. I-IV	Cat. V	Total	Passed	Incomplete	Temporary		Permanent		Total				
						Disqual.	Disqual.	Disqual.	Disqual.					
SOUTH REGION	140,208	2,007	142,215	87,836	1,714	6,339	8,013	8,013	103,902	4,362	90,057			
South Atlantic Division	70,624	971	71,595	43,663	927	3,031	3,677	3,677	51,298	2,378	44,557		41,400	
Delaware	776	7	783	504	16	31	39	39	590	33	519		521	
Maryland	5,076	68	5,144	3,488	104	238	210	210	4,040	178	3,498		3,280	
D.C.	463	13	476	226	7	18	17	17	268	16	231		226	
Virginia	9,577	107	9,684	6,089	124	437	500	500	7,150	271	6,241		5,772	
West Virginia	3,233	37	3,270	2,167	18	120	190	190	2,495	65	2,234		2,184	
North Carolina	10,676	155	10,831	6,760	127	474	527	527	7,888	339	6,803		6,488	
South Carolina	7,228	82	7,310	3,971	88	322	430	430	4,811	246	4,060		3,809	
Georgia	11,070	158	11,228	6,871	219	566	549	549	8,205	495	6,953		6,293	
Florida	22,525	344	22,869	13,587	224	825	1,215	1,215	15,851	735	14,018		12,917	
East South Central Division	25,053	484	25,537	15,043	265	1,077	1,644	1,644	18,029	707	15,439		14,532	
Kentucky	5,516	99	5,615	3,375	50	228	399	399	4,052	155	3,559		3,405	
Tennessee	7,300	107	7,407	4,497	91	387	628	628	5,603	256	4,677		4,284	
Alabama	7,235	139	7,374	4,613	81	287	251	251	5,232	234	4,553		4,323	
Mississippi	5,002	139	5,141	2,558	43	175	366	366	3,142	62	2,650		2,540	
West South Central Division	44,531	552	45,083	29,130	522	2,231	2,692	2,692	34,575	1,277	30,061		27,877	
Arkansas	4,010	69	4,079	2,573	43	249	210	210	3,075	147	2,661		2,522	
Louisiana	7,537	98	7,635	4,641	88	416	367	367	5,512	164	4,831		4,535	
Oklahoma	4,836	55	4,891	3,230	41	321	314	314	3,906	147	3,380		3,341	
Texas	28,148	330	28,478	18,686	350	1,245	1,801	1,801	22,082	819	19,189		17,479	

. Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Table A-14 (Continued). Process for FY 1992 NPS Applicants by Census Region, Division, and State

CENSUS REGION CENSUS DIVISION STATE	AFQT Results			Medical Results						Moral Disqual.	DEP Entries	Accessions
	Cal. I-IV	Cat. V	Total	Passed	Incomplete	Temporary		Permanent Disqual.	Total			
						Disqual.	Disqual.					
WEST REGION	65,809	851	66,660	40,039	765	3,059	4,273	48,136	1,091	41,029	37,868	
Mountain Division	21,219	156	21,375	13,520	219	1,143	1,385	16,267	658	13,843	12,804	
Montana	1,529	10	1,539	1,037	6	84	106	1,233	47	1,031	1,004	
Idaho	1,573	13	1,586	1,092	10	89	96	1,287	40	1,091	1,020	
Wyoming	810	8	818	605	17	34	76	732	25	625	594	
Colorado	5,158	35	5,193	3,481	81	230	270	4,062	177	3,521	3,117	
New Mexico	2,686	18	2,704	1,737	29	102	190	2,058	85	1,733	1,593	
Arizona	5,918	45	5,963	3,470	34	427	368	4,299	182	3,696	3,472	
Utah	1,613	13	1,626	983	21	72	146	1,222	55	971	936	
Nevada	1,932	14	1,946	1,115	21	105	133	1,374	47	1,175	1,068	
Pacific Division	44,590	695	45,285	26,519	546	1,916	2,888	31,869	1,233	27,586	25,064	
Washington	6,690	76	6,766	4,396	79	338	426	5,239	238	4,503	4,063	
Oregon	4,125	19	4,144	2,982	28	158	286	3,454	200	3,027	2,802	
California	32,325	556	32,881	18,299	414	1,359	2,070	22,142	758	19,229	17,383	
Alaska	546	6	552	402	11	20	46	479	19	392	371	
Hawaii	904	38	942	440	14	41	60	555	18	435	445	
UNITED STATES SUBTOTAL	130,732	1,694	132,426	76,558	1,365	5,397	7,327	84,640	2,531	74,609	68,318	
TERRITORIES, POSSESSIONS, OR UNKNOWN	2,909	314	3,223	901	13	71	86	1,071	32	860	2	
TOTAL	133,641	2,008	135,649	77,459	1,378	5,468	7,413	85,711	2,563	75,469	68,320	

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

Entries represent outcomes during FY 1992, not outcomes for the FY 1992 cohort of applicants.

**Appendix B - Tables: Active Component Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps**

Table B-1. FY 1992 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

AGE	a. Number	SERVICE												TOTAL DoD				17-35 YR OLD CIVILIANS				
		ARMY			NAVY			MARINE CORPS			AIR FORCE			Total		Males		Total		Males		Total
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	2,488	473	2,961	1,807	406	2,213	1,144	116	1,260	904	317	1,221	6,343	1,312	7,655	1,711,608	1,633,855	3,345,463				
18	18,703	3,036	21,739	15,792	2,538	18,330	12,165	660	12,825	8,340	2,449	10,789	55,000	8,683	63,683	1,642,628	1,594,452	3,237,080				
19	15,023	2,635	17,658	12,848	1,828	14,676	8,535	344	8,879	6,845	1,655	8,500	43,251	6,462	49,713	1,644,641	1,661,551	3,306,192				
20	9,412	1,750	11,162	7,555	1,172	8,727	3,868	181	4,049	4,127	1,049	5,176	24,962	4,152	29,114	1,606,059	1,723,357	3,329,416				
21	5,630	1,274	6,904	4,251	694	4,945	1,970	113	2,083	2,721	746	3,467	14,572	2,827	17,399	1,785,201	1,843,370	3,628,571				
22	3,702	823	4,525	2,560	446	3,006	1,000	62	1,062	1,715	451	2,166	8,977	1,782	10,759	1,804,173	1,920,897	3,725,070				
23	2,671	621	3,292	1,724	321	2,045	553	40	593	1,083	305	1,388	6,031	1,287	7,318	1,788,631	1,743,329	3,531,960				
24	1,765	397	2,162	1,161	198	1,359	370	24	394	632	201	833	3,928	820	4,748	1,695,163	1,855,828	3,550,991				
25+	4,727	1,443	6,170	2,576	587	3,163	568	55	623	912	365	1,277	8,783	2,450	11,233	22,694,462	23,453,148	46,147,610				
TOTAL	64,121	12,452	76,573	50,274	8,190	58,464	50,173	1,595	51,768	27,379	2,281	34,660	131,847	29,778	161,625	60,722,311	62,237,777	122,960,088				
b. Percent																						
17	3.88%	3.80%	3.87%	3.59%	4.96%	3.79%	3.79%	3.79%	7.27%	3.97%	3.31%	4.21%	3.51%	3.69%	4.41%	3.80%	4.71%	4.37%	4.53%			
18	29.17%	24.38%	28.39%	31.41%	30.99%	31.35%	40.32%	41.38%	40.37%	30.57%	32.49%	30.99%	30.99%	32.01%	29.16%	31.59%	4.52%	4.26%	4.39%			
19	23.43%	21.16%	23.06%	25.56%	22.32%	25.10%	28.29%	21.57%	27.95%	25.09%	21.96%	24.41%	24.41%	25.17%	21.70%	24.66%	4.52%	4.44%	4.48%			
20	14.68%	14.05%	14.58%	15.03%	14.31%	14.93%	12.82%	11.35%	12.75%	15.13%	13.92%	14.87%	14.87%	14.53%	13.94%	14.44%	4.42%	4.60%	4.51%			
21	8.78%	10.23%	9.02%	8.46%	8.47%	8.46%	6.53%	7.08%	6.56%	9.97%	9.90%	9.96%	9.96%	8.48%	9.49%	8.63%	4.91%	4.92%	4.92%			
22	5.77%	6.61%	5.91%	5.09%	5.45%	5.14%	3.31%	3.89%	3.34%	6.29%	5.98%	6.22%	6.22%	5.22%	5.98%	5.34%	4.96%	5.13%	5.05%			
23	4.17%	4.99%	4.30%	3.43%	3.92%	3.50%	1.83%	2.51%	1.87%	3.97%	4.05%	3.99%	3.99%	3.51%	4.32%	3.63%	4.92%	4.66%	4.79%			
24	2.75%	3.19%	2.82%	2.31%	2.42%	2.32%	1.23%	1.50%	1.24%	2.32%	2.67%	2.39%	2.39%	2.29%	2.75%	2.35%	4.66%	4.96%	4.81%			
25+	7.37%	11.59%	8.06%	5.12%	7.17%	5.41%	1.88%	3.45%	1.96%	3.34%	4.84%	3.67%	3.67%	5.11%	8.23%	5.57%	62.39%	62.66%	62.53%			
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%			

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-2. FY 1992 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										17-35 YEAR OLD	
	MARRIED					UNMARRIED					MARRIED CIVILIANS	
	Males		Females		Total	Males		Females		Total	TOTAL DoD	
											Males	Females
17	80	21	101	6,263	1,291	7,554	6,343	1,312	7,655	62,871		
18	1,279	258	1,537	53,721	8,425	62,146	55,000	8,683	63,683	116,074		
19	2,142	463	2,605	41,109	5,999	47,108	43,251	6,462	49,713	222,129		
20	2,386	535	2,921	22,576	3,617	26,193	24,962	4,152	29,114	400,538		
21	2,118	552	2,670	12,454	2,275	14,729	14,572	2,827	17,399	642,214		
22	1,813	418	2,231	7,164	1,364	8,528	8,977	1,782	10,759	855,617		
23	1,508	348	1,856	4,523	939	5,462	6,031	1,287	7,318	1,087,532		
24	1,142	265	1,407	2,786	555	3,341	3,928	820	4,748	1,361,455		
25	820	218	1,038	1,734	386	2,120	2,554	604	3,158	1,653,655		
26	617	164	781	1,146	285	1,431	1,763	449	2,212	1,756,297		
27	518	139	657	819	233	1,052	1,337	372	1,709	2,116,275		
28	381	108	489	522	136	658	903	244	1,147	2,504,645		
29	248	81	329	360	124	484	608	205	813	2,597,311		
30	205	62	267	247	98	345	452	160	612	2,814,119		
31	162	63	225	207	58	265	369	121	490	2,834,103		
32	111	18	129	165	57	222	276	75	351	3,090,742		
33	100	42	142	142	59	201	242	101	343	3,322,360		
34	81	40	121	127	54	181	208	94	302	3,104,444		
35	20	12	32	26	11	37	46	23	69	3,148,893		
36+	20	2	22	5	0	5	25	2	27	0		
TOTAL	15,791	3,339	19,130	155,598	23,460	179,058	163,751	15,307	179,058	6,282,000		

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-2 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY												17-35 YEAR OLD				
	MARRIED				UNMARRIED				TOTAL				MARRIED CIVILIANS				
	Males		Females		Total	Males		Females		Total	Males		Females		Total	Males	Females
	Total		Total			Total		Total									
17	0.51%	0.55%	0.52%	4.01%	4.97%	4.15%	3.69%	4.41%	3.80%	0.19%							
18	8.12%	6.77%	7.86%	34.42%	32.45%	34.13%	32.01%	29.16%	31.59%	0.34%							
19	13.60%	12.16%	13.32%	26.34%	23.10%	25.87%	25.17%	21.70%	24.66%	0.66%							
20	15.15%	14.05%	14.93%	14.46%	13.93%	14.39%	14.53%	13.94%	14.44%	1.19%							
21	13.45%	14.49%	13.65%	7.98%	8.76%	8.09%	8.48%	9.49%	8.63%	1.91%							
22	11.51%	10.97%	11.41%	4.59%	5.25%	4.68%	5.22%	5.98%	5.34%	2.54%							
23	9.57%	9.14%	9.49%	2.90%	3.62%	3.00%	3.51%	4.32%	3.63%	3.23%							
24	7.25%	6.96%	7.19%	1.78%	2.14%	1.84%	2.29%	2.75%	2.35%	4.04%							
25	5.21%	5.72%	5.31%	1.11%	1.49%	1.16%	1.49%	2.03%	1.57%	4.91%							
26	3.92%	4.31%	3.99%	0.73%	1.10%	0.79%	1.03%	1.51%	1.10%	5.21%							
27	3.29%	3.65%	3.36%	0.52%	0.90%	0.58%	0.78%	1.25%	0.85%	6.28%							
28	2.42%	2.84%	2.50%	0.33%	0.52%	0.36%	0.53%	0.82%	0.57%	7.43%							
29	1.57%	2.13%	1.68%	0.23%	0.48%	0.27%	0.35%	0.69%	0.40%	7.71%							
30	1.30%	1.63%	1.37%	0.16%	0.38%	0.19%	0.26%	0.54%	0.30%	8.35%							
31	1.03%	1.65%	1.15%	0.13%	0.22%	0.15%	0.21%	0.41%	0.24%	8.41%							
32	0.70%	0.47%	0.66%	0.11%	0.22%	0.12%	0.16%	0.25%	0.17%	9.17%							
33	0.63%	1.10%	0.73%	0.09%	0.23%	0.11%	0.14%	0.34%	0.17%	9.86%							
34	0.51%	1.05%	0.62%	0.08%	0.21%	0.10%	0.12%	0.32%	0.15%	9.21%							
35	0.13%	0.32%	0.16%	0.02%	0.04%	0.02%	0.03%	0.08%	0.03%	9.35%							
36+	0.13%	0.05%	0.11%	0.00%	0.00%	0.00%	0.01%	0.01%	0.01%	0.00%							

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-3. FY 1992 Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE											
	ARMY			NAVY			MARINE CORPS			AIR FORCE		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number												
White	46,363	7,104	53,467	35,124	5,207	40,331	22,682	1,110	23,792	22,728	5,907	28,635
Black	11,479	4,170	15,649	8,159	1,673	9,832	3,840	278	4,118	2,772	1,096	3,868
Hispanic	4,327	766	5,093	5,197	991	6,188	2,597	136	2,733	1,015	276	1,291
Other	1,952	412	2,364	1,794	319	2,113	1,054	71	1,125	764	259	1,023
TOTAL	64,121	12,452	76,573	50,274	8,190	58,464	30,173	1,595	31,768	27,275	7,252	34,527
b. Percent												
White	72.31%	57.05%	69.82%	69.87%	63.58%	68.98%	75.17%	69.59%	74.89%	83.32%	78.36%	82.24%
Black	17.90%	33.49%	20.44%	16.23%	20.43%	16.82%	12.73%	17.43%	12.96%	10.16%	14.54%	11.11%
Hispanic	6.75%	6.15%	6.65%	10.34%	12.10%	10.58%	8.61%	8.53%	8.60%	3.72%	3.66%	3.71%
Other	3.04%	3.31%	3.09%	3.57%	3.89%	3.61%	3.49%	4.45%	3.54%	2.80%	3.44%	2.94%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1992.

Table B-4. FY 1992 NPS Active Component Enlisted Accessions by Ethnicity and Service

ETHNICITY	SERVICE								TOTAL DOD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
MEXICAN	2,275	2.97%	2,013	3.44%	1,616	5.09%	374	1.07%	6,278	3.11%
PUERTO RICAN	953	1.24%	620	1.06%	210	0.66%	143	0.41%	1,926	0.96%
CUBAN	70	0.09%	77	0.13%	10	0.03%	11	0.03%	168	0.08%
LATIN AMER.	456	0.60%	228	0.39%	133	0.42%	57	0.16%	874	0.43%
OTHER HISP.	1,339	1.75%	3,250	5.56%	764	2.40%	706	2.03%	6,059	3.01%
ALEUTIAN	2	0.00%	6	0.01%	1	0.00%	2	0.01%	11	0.01%
ESKIMO	14	0.02%	6	0.01%	17	0.05%	2	0.01%	39	0.02%
N. AMER. INDIAN	511	0.67%	412	0.70%	314	0.99%	138	0.40%	1,375	0.68%
CHINESE	51	0.07%	55	0.09%	26	0.08%	18	0.05%	150	0.07%
JAPANESE	45	0.06%	57	0.10%	17	0.05%	25	0.07%	144	0.07%
KOREAN	261	0.34%	117	0.20%	44	0.14%	56	0.16%	478	0.24%
INDIAN	33	0.04%	30	0.05%	9	0.03%	12	0.03%	84	0.04%
FILIPINO	456	0.60%	959	1.64%	150	0.47%	259	0.74%	1,824	0.90%
VIETNAMESE	130	0.17%	119	0.20%	50	0.16%	29	0.08%	328	0.16%
OTHER ASIAN	262	0.34%	254	0.43%	117	0.37%	198	0.57%	831	0.41%
MELANESIAN	9	0.01%	1	0.00%	0	0.00%	1	0.00%	11	0.01%
MICRONESIAN	30	0.04%	7	0.01%	1	0.00%	0	0.00%	38	0.02%
POLYNESIAN	51	0.07%	38	0.06%	6	0.02%	12	0.03%	107	0.05%
OTHER PACIFIC	81	0.11%	25	0.04%	26	0.08%	26	0.07%	158	0.08%
OTHER/NONE *	69,409	90.64%	50,184	85.84%	28,249	88.92%	32,738	94.03%	180,580	89.56%
UNKNOWN	135	0.18%	6	0.01%	8	0.03%	10	0.03%	159	0.08%
TOTALS	76,377	100.00%	58,464	100.00%	31,763	100.00%	34,317	100.00%	201,521	100.00%

* "Other/None" includes whites and blacks who claim no other ethnic category.
Columns may not add to totals due to rounding.

Table B-5. FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number	GENDER	AFQT CATEGORY						Other/Unk.	TOTAL
		I	II	IIIA	IIIB	IV	V		
	ARMY								
	Male	3,216	26,033	20,865	13,347	270	0	390	64,121
	Female	371	4,227	4,585	3,136	25	0	108	12,452
	Total	3,587	30,260	25,450	16,483	295	0	498	76,573
	NAVY								
	Male	2,854	18,548	11,910	16,631	11	0	320	50,274
	Female	211	3,032	2,836	2,082	0	0	29	8,190
	Total	3,065	21,580	14,746	18,713	11	0	349	58,464
	MARINE CORPS								
	Male	975	10,908	9,138	9,131	11	0	10	30,173
	Female	48	707	704	136	0	0	0	1,595
	Total	1,023	11,615	9,842	9,267	11	0	10	31,768
	AIR FORCE								
	Male	1,468	13,369	8,226	4,152	52	0	12	27,279
	Female	276	3,785	2,623	845	5	0	4	7,538
	Total	1,744	17,154	10,849	4,997	57	0	16	34,817
	TOTAL DoD								
	Male	8,513	68,858	50,139	43,261	344	0	732	171,847
	Female	906	11,751	10,748	6,199	30	0	141	29,775
	Total	9,419	80,609	60,887	49,460	374	0	873	201,622
	1980, 18-23 YR OLD CIVILIANS								
	Male	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0	12,891,156
	Female	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0	12,517,865
	Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0	25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table B-5 (Continued). FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent	AFQT CATEGORY						
	GENDER	I	II	IIIA	IIIB	IV	TOTAL
ARMY							
Male		5.02%	40.60%	32.54%	20.82%	0.42%	0.61%
Female		2.98%	33.95%	36.82%	25.18%	0.20%	0.87%
Total		4.68%	39.52%	33.24%	21.53%	0.39%	0.65%
NAVY							
Male		5.68%	36.89%	23.69%	33.08%	0.02%	0.64%
Female		2.58%	37.02%	34.63%	25.42%	0.00%	0.35%
Total		5.24%	36.91%	25.22%	32.01%	0.02%	0.60%
MARINE CORPS							
Male		3.23%	36.15%	30.29%	30.26%	0.04%	0.03%
Female		3.01%	44.33%	44.14%	8.53%	0.00%	0.00%
Total		3.22%	36.56%	30.98%	29.17%	0.03%	0.03%
AIR FORCE							
Male		5.38%	49.01%	30.16%	15.22%	0.19%	0.04%
Female		3.66%	50.21%	34.80%	11.21%	0.07%	0.05%
Total		5.01%	49.27%	31.16%	14.35%	0.16%	0.05%
TOTAL DoD							
Male		4.95%	40.07%	29.18%	25.17%	0.20%	0.43%
Female		3.04%	39.47%	36.10%	20.82%	0.10%	0.47%
Total		4.67%	39.98%	30.20%	24.53%	0.19%	0.43%
1980, 18-23 YR OLD CIVILIANS							
Male		9.98%	29.36%	14.38%	15.95%	20.39%	9.93%
Female		5.84%	26.92%	16.24%	20.69%	21.70%	8.61%
Total		7.94%	28.16%	15.30%	18.28%	21.03%	9.28%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table B-6. FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number	RACE/ ETHNICITY	AFQT CATEGORY							TOTAL
		I	II	IIIA	IIIB	IV	V	Other/Unk.	
ARMY									
	White	3,335	24,521	16,994	8,142	135	0	340	53,467
	Black	95	3,371	5,843	6,096	117	0	127	15,649
	Hispanic	61	1,526	1,859	1,597	29	0	21	5,093
	Other	96	842	754	648	14	0	10	2,364
NAVY									
	White	2,752	17,203	9,976	10,289	3	0	108	40,331
	Black	70	1,667	2,496	5,557	6	0	36	9,832
	Hispanic	169	2,083	1,838	2,077	2	0	19	6,188
	Other	74	627	436	790	0	0	186	2,113
MARINE CORPS									
	White	933	9,799	7,183	5,861	7	0	9	23,792
	Black	26	776	1,335	1,979	2	0	0	4,118
	Hispanic	27	711	967	1,026	1	0	1	2,733
	Other	37	329	357	401	1	0	0	1,125
AIR FORCE									
	White	1,613	14,625	8,393	3,949	41	0	14	28,635
	Black	53	1,465	1,676	662	11	0	1	3,868
	Hispanic	38	547	468	234	4	0	0	1,291
	Other	40	517	312	152	1	0	1	1,023
TOTAL DoD									
	White	8,633	66,148	42,546	28,241	186	0	471	146,225
	Black	244	7,279	11,350	14,294	136	0	164	33,467
	Hispanic	295	4,867	5,132	4,934	36	0	41	15,305
	Other	247	2,315	1,859	1,991	16	0	197	6,625

Table B-6 (Continued). FY 1992 Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	AFQT CATEGORY						
		I	II	III A	III B	IV	V	Other/Unk. TOTAL
	ARMY							
	White	6.24%	45.86%	31.78%	15.23%	0.25%	0.00%	0.64% 100.00%
	Black	0.61%	21.54%	37.34%	38.95%	0.75%	0.00%	0.81% 100.00%
	Hispanic	1.20%	29.96%	36.50%	31.36%	0.57%	0.00%	0.41% 100.00%
	Other	4.06%	35.62%	31.90%	27.41%	0.59%	0.00%	0.42% 100.00%
	NAVY							
	White	6.82%	42.65%	24.74%	25.51%	0.01%	0.00%	0.27% 100.00%
	Black	0.71%	16.95%	25.39%	56.52%	0.06%	0.00%	0.37% 100.00%
	Hispanic	2.73%	33.66%	29.70%	33.56%	0.03%	0.00%	0.31% 100.00%
	Other	3.50%	29.67%	20.63%	37.39%	0.00%	0.00%	8.80% 100.00%
	MARINE CORPS							
	White	3.92%	41.19%	30.19%	24.63%	0.03%	0.00%	0.04% 100.00%
	Black	0.63%	18.84%	32.42%	48.06%	0.05%	0.00%	0.00% 100.00%
	Hispanic	0.99%	26.02%	35.38%	37.54%	0.04%	0.00%	0.04% 100.00%
	Other	3.29%	29.24%	31.73%	35.64%	0.09%	0.00%	0.00% 100.00%
	AIR FORCE							
	White	5.63%	51.07%	29.31%	13.79%	0.14%	0.00%	0.05% 100.00%
	Black	1.37%	37.87%	43.33%	17.11%	0.28%	0.00%	0.03% 100.00%
	Hispanic	2.94%	42.37%	36.25%	18.13%	0.31%	0.00%	0.00% 100.00%
	Other	3.91%	50.54%	30.50%	14.86%	0.10%	0.00%	0.10% 100.00%
	TOTAL DoD							
	White	5.90%	45.24%	29.10%	19.31%	0.13%	0.00%	0.32% 100.00%
	Black	0.73%	21.75%	33.91%	42.71%	0.41%	0.00%	0.49% 100.00%
	Hispanic	1.93%	31.80%	33.53%	32.24%	0.24%	0.00%	0.27% 100.00%
	Other	3.73%	34.94%	28.06%	30.05%	0.24%	0.00%	2.97% 100.00%
Rows may not add to totals due to rounding.								

Table B-7. FY 1992 Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER										TOTAL	
	TIER 1		TIER 2		TIER 3							
	#	%	#	%	#	%	#	%	#	%	#	%
ARMY												
Male	63,224	98.60%	863	1.35%	34	0.05%			64,121		100.00%	
Female	12,324	98.97%	123	0.99%	5	0.04%			12,452		100.00%	
Total	75,548	98.66%	986	1.29%	39	0.05%			76,573		100.00%	
NAVY												
Male	48,241	95.96%	1,920	3.82%	113	0.22%			50,274		100.00%	
Female	7,993	97.59%	194	2.37%	3	0.04%			8,190		100.00%	
Total	56,234	96.19%	2,114	3.62%	116	0.20%			58,464		100.00%	
MARINE CORPS												
Male	29,371	97.34%	767	2.54%	35	0.12%			30,173		100.00%	
Female	1,582	99.18%	13	0.82%	0	0.00%			1,595		100.00%	
Total	30,953	97.43%	780	2.46%	35	0.11%			31,768		100.00%	
AIR FORCE												
Male	26,885	98.56%	352	1.29%	42	0.15%			27,279		100.00%	
Female	7,446	98.78%	87	1.15%	5	0.07%			7,538		100.00%	
Total	34,331	98.60%	439	1.26%	47	0.13%			34,817		100.00%	
TOTAL DoD												
Male	167,721	97.60%	3,902	2.27%	224	0.13%			171,847		100.00%	
Female	29,345	98.56%	417	1.40%	13	0.04%			29,775		100.00%	
Total	197,066	97.74%	4,319	2.14%	237	0.12%			201,622		100.00%	
18-24 YR OLD CIVILIANS												
Male	9,723,645	81.26%	*	*	2,242,851	18.74%			11,966,496		100.00%	
Female	10,394,980	84.22%	*	*	1,947,804	15.78%			12,342,784		100.00%	
Total	20,118,625	82.76%	*	*	4,190,655	17.24%			24,309,280		100.00%	

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1997

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1992.

Table B-8. FY 1992 Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER								TOTAL	
	TIER 1		TIER 2		TIER 3					
	#	%	#	%	#	%	#	%	#	%
ARMY										
White	52,660	98.49%	779	1.46%	28	0.05%	53,467	100.00%		
Black	15,524	99.20%	118	0.75%	7	0.04%	15,649	100.00%		
Hispanic	5,031	98.78%	60	1.18%	2	0.04%	5,093	100.00%		
Other	2,333	98.69%	29	1.23%	2	0.08%	2,364	100.00%		
NAVY										
White	38,813	96.24%	1,432	3.55%	86	0.21%	40,331	100.00%		
Black	9,549	97.12%	274	2.79%	9	0.09%	9,832	100.00%		
Hispanic	5,838	94.34%	333	5.38%	17	0.27%	6,188	100.00%		
Other	2,034	96.26%	75	3.55%	4	0.19%	2,113	100.00%		
MARINE CORPS										
White	23,187	97.46%	576	2.42%	29	0.12%	23,792	100.00%		
Black	4,033	97.94%	81	1.97%	4	0.10%	4,118	100.00%		
Hispanic	2,633	96.34%	100	3.66%	0	0.00%	2,733	100.00%		
Other	1,100	97.78%	23	2.04%	2	0.18%	1,125	100.00%		
AIR FORCE										
White	28,230	98.59%	361	1.26%	44	0.15%	28,635	100.00%		
Black	3,825	98.89%	43	1.11%	0	0.00%	3,868	100.00%		
Hispanic	1,269	98.30%	21	1.63%	1	0.08%	1,291	100.00%		
Other	1,007	98.44%	14	1.37%	2	0.20%	1,023	100.00%		
TOTAL DoD										
White	142,890	97.72%	3,148	2.15%	187	0.13%	146,225	100.00%		
Black	32,931	98.40%	516	1.54%	20	0.06%	33,467	100.00%		
Hispanic	14,771	96.51%	514	3.36%	20	0.13%	15,305	100.00%		
Other	6,474	97.72%	141	2.13%	10	0.15%	6,625	100.00%		
18-24 YEAR OLD CIVILIANS										
White	15,054,381	87.99%	*	0.00%	2,053,991	12.01%	17,108,372	100.00%		
Black	2,673,994	76.71%	*	0.00%	811,815	23.29%	3,485,809	100.00%		
Hispanic	1,583,924	56.94%	*	0.00%	1,197,718	43.06%	2,781,642	100.00%		
Other	806,327	86.38%	*	0.00%	127,131	13.62%	933,458	100.00%		

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian Data from Bureau of Labor Statistics Current Population Survey, September 1997

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, September 1992.

Table B-9. FY 1992 Active Component Enlisted Accessions by Quality, Service, and Gender

GENDER	QUALITY					
	HIGH QUALITY *			NON-HIGH QUALITY		
	#	%		#	%	TOTAL
ARMY						
Male	49,424	77.08%		14,697	22.92%	64,121
Female	9,090	73.00%		3,362	27.00%	12,452
Total	58,514	76.42%		18,059	23.58%	76,573
NAVY						
Male	31,819	63.29%		18,455	36.71%	50,274
Female	5,941	72.54%		2,249	27.46%	8,190
Total	37,760	64.59%		20,704	35.41%	58,464
MARINE CORPS						
Male	20,426	67.70%		9,747	32.30%	30,173
Female	1,446	90.66%		149	9.34%	1,595
Total	21,872	68.85%		9,896	31.15%	31,768
AIR FORCE						
Male	22,681	83.14%		4,598	16.86%	27,279
Female	6,593	87.46%		945	12.54%	7,538
Total	29,274	84.08%		5,543	15.92%	34,817
TOTAL DoD						
Male	124,350	72.36%		47,497	27.64%	171,847
Female	23,070	77.48%		6,705	22.52%	29,775
Total	147,420	73.12%		54,202	26.88%	201,622

* High Quality Accessions are AFQT Category I - III A, high school graduates.

Table B-10. FY 1992 Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

RACE/ ETHNICITY	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
White	44,215	82.70%	9,252	17.30%	53,467	100.00%
Black	9,226	58.96%	6,423	41.04%	15,649	100.00%
Hispanic	3,402	66.80%	1,691	33.20%	5,093	100.00%
Other	1,671	70.69%	693	29.31%	2,364	100.00%
NAVY						
White	28,748	71.28%	11,583	28.72%	40,331	100.00%
Black	4,082	41.52%	5,750	58.48%	9,832	100.00%
Hispanic	3,839	62.04%	2,349	37.96%	6,188	100.00%
Other	1,091	51.63%	1,022	48.37%	2,113	100.00%
MARINE CORPS						
White	17,427	73.25%	6,365	26.75%	23,792	100.00%
Black	2,090	50.75%	2,028	49.25%	4,118	100.00%
Hispanic	1,648	60.30%	1,085	39.70%	2,733	100.00%
Other	707	62.84%	418	37.16%	1,125	100.00%
AIR FORCE						
White	24,236	84.64%	4,399	15.36%	28,635	100.00%
Black	3,152	81.49%	716	18.51%	3,868	100.00%
Hispanic	1,033	80.02%	258	19.98%	1,291	100.00%
Other	853	83.38%	170	16.62%	1,023	100.00%
TOTAL DoD						
White	114,626	78.39%	31,599	21.61%	146,225	100.00%
Black	18,550	55.43%	14,917	44.57%	33,467	100.00%
Hispanic	9,922	64.83%	5,383	35.17%	15,305	100.00%
Other	4,322	65.24%	2,303	34.76%	6,625	100.00%

• High Quality Accessions are ARJOT Category L III A high school graduates.

* High Quality Accessions are AFQT Category I-III A, high school graduates.

Table B-11. FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

CENSUS REGION			DoD				18-24 YR OLD CIVILIANS							
CENSUS DIVISION			MALES		FEMALES		TOTAL		MALES		FEMALES		TOTAL	
STATE	#	%	#	%	#	%	#	%	%	%	%	%	%	
NORTHEAST REGION														
<i>New England Division</i>	26,079	86.11%	4,206	13.89%	30,285	100.00%	50.21%	49.79%					100.00%	
Maine	6,934	86.88%	1,047	13.12%	7,981	100.00%	48.10%	51.90%					100.00%	
New Hampshire	1,153	85.16%	201	14.84%	1,354	100.00%	47.15%	52.85%					100.00%	
Vermont	956	86.75%	146	13.25%	1,102	100.00%	52.76%	47.24%					100.00%	
Massachusetts	392	87.31%	57	12.69%	449	100.00%	50.60%	49.40%					100.00%	
Rhode Island	2,646	87.30%	385	12.70%	3,031	100.00%	48.20%	51.80%					100.00%	
Connecticut	428	86.64%	66	13.36%	494	100.00%	49.40%	50.60%					100.00%	
	1,359	87.62%	192	12.38%	1,551	100.00%	46.28%	53.72%					100.00%	
<i>Middle Atlantic Division</i>														
New York	19,145	85.84%	3,159	14.16%	22,304	100.00%	50.95%	49.05%					100.00%	
New Jersey	8,605	84.99%	1,520	15.01%	10,125	100.00%	51.50%	48.50%					100.00%	
Pennsylvania	3,068	87.51%	438	12.49%	3,506	100.00%	49.56%	50.44%					100.00%	
	7,472	86.15%	1,201	13.85%	8,673	100.00%	50.97%	49.03%					100.00%	
NORTH CENTRAL REGION														
<i>East North Central Division</i>	41,328	85.76%	6,863	14.24%	48,191	100.00%	48.49%	51.51%					100.00%	
Ohio	29,494	85.36%	5,059	14.64%	34,553	100.00%	48.05%	51.95%					100.00%	
Indiana	8,728	85.87%	1,436	14.13%	10,164	100.00%	47.56%	52.44%					100.00%	
Illinois	3,985	86.20%	638	13.80%	4,623	100.00%	44.08%	55.92%					100.00%	
Michigan	6,874	85.75%	1,142	14.25%	8,016	100.00%	48.71%	51.29%					100.00%	
Wisconsin	7,157	84.54%	1,309	15.46%	8,466	100.00%	51.01%	48.99%					100.00%	
	2,750	83.74%	534	16.26%	3,284	100.00%	46.05%	53.95%					100.00%	
<i>West North Central Division</i>														
Minnesota	11,834	86.77%	1,804	13.23%	13,638	100.00%	49.47%	50.53%					100.00%	
Iowa	2,194	86.51%	342	13.49%	2,536	100.00%	47.74%	52.26%					100.00%	
Missouri	1,873	87.61%	265	12.39%	2,138	100.00%	51.66%	48.34%					100.00%	
North Dakota	3,984	87.50%	569	12.50%	4,553	100.00%	48.00%	52.00%					100.00%	
	406	83.88%	78	16.12%	484	100.00%	49.98%	50.02%					100.00%	
	610	84.14%	115	15.86%	725	100.00%	42.52%	57.48%					100.00%	
	1,179	84.33%	219	15.67%	1,398	100.00%	51.96%	48.04%					100.00%	
Kansas	1,588	88.03%	216	11.97%	1,804	100.00%	53.33%	46.67%					100.00%	

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, File September 1997

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-11 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD				18-24 YR OLD CIVILIANS			
	MALES		FEMALES		TOTAL		MALES	
	#	%	#	%	#	%	%	%
SOUTH REGION	71,050	84.66%	12,869	15.34%	83,919	100.00%	48.15%	51.85%
<i>South Atlantic Division</i>	<i>34,818</i>	<i>83.92%</i>	<i>6,672</i>	<i>16.08%</i>	<i>41,490</i>	<i>100.00%</i>	<i>49.29%</i>	<i>50.71%</i>
Delaware	438	84.07%	83	15.93%	521	100.00%	56.10%	43.90%
Maryland	2,839	86.55%	441	13.45%	3,280	100.00%	54.65%	45.35%
D.C.	186	82.30%	40	17.70%	226	100.00%	46.61%	53.39%
Virginia	4,803	83.21%	969	16.79%	5,772	100.00%	44.87%	55.13%
West Virginia	1,915	87.68%	269	12.32%	2,184	100.00%	51.78%	48.22%
North Carolina	5,470	84.31%	1,018	15.69%	6,488	100.00%	49.96%	50.04%
South Carolina	3,169	83.20%	640	16.80%	3,809	100.00%	49.74%	50.26%
Georgia	5,308	84.35%	985	15.65%	6,293	100.00%	46.34%	53.66%
Florida	10,690	82.76%	2,227	17.24%	12,917	100.00%	49.58%	50.42%
<i>East South Central Division</i>	<i>12,471</i>	<i>85.70%</i>	<i>2,081</i>	<i>14.30%</i>	<i>14,552</i>	<i>100.00%</i>	<i>46.45%</i>	<i>53.55%</i>
Kentucky	2,982	87.58%	423	12.42%	3,405	100.00%	43.01%	56.99%
Tennessee	3,677	85.83%	607	14.17%	4,284	100.00%	44.99%	55.01%
Alabama	3,671	84.92%	652	15.08%	4,323	100.00%	46.92%	53.08%
Mississippi	2,141	84.29%	399	15.71%	2,540	100.00%	52.04%	47.96%
<i>West South Central Division</i>	<i>23,761</i>	<i>85.24%</i>	<i>4,116</i>	<i>14.76%</i>	<i>27,877</i>	<i>100.00%</i>	<i>47.30%</i>	<i>52.70%</i>
Arkansas	2,163	85.77%	359	14.23%	2,522	100.00%	52.91%	47.09%
Louisiana	3,750	82.69%	785	17.31%	4,535	100.00%	45.39%	54.61%
Oklahoma	2,881	86.23%	460	13.77%	3,341	100.00%	40.99%	59.01%
Texas	14,967	85.63%	2,512	14.37%	17,479	100.00%	48.12%	51.88%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-11 (Continued). FY 1992 NPS Active Component Enlisteds by Census Region, Division, State and Gender with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD				18-24 YR OLD CIVILIANS			
	MALES		FEMALES		TOTAL		MALES	
	#	%	#	%	#	%	%	%
WEST REGION	32,193	85.01%	5,675	14.99%	37,868	100.00%	50.96%	49.04%
<i>Mountain Division</i>	10,827	84.56%	1,977	15.44%	12,804	100.00%	48.69%	51.31%
Montana	836	83.27%	168	16.73%	1,004	100.00%	51.20%	48.80%
Idaho	857	84.02%	163	15.98%	1,020	100.00%	51.76%	48.24%
Wyoming	501	84.34%	93	15.66%	594	100.00%	48.60%	51.40%
Colorado	2,610	83.73%	507	16.27%	3,117	100.00%	51.51%	48.49%
New Mexico	1,353	84.93%	240	15.07%	1,593	100.00%	54.16%	45.84%
Arizona	2,957	85.17%	515	14.83%	3,472	100.00%	45.95%	54.05%
Utah	815	87.07%	121	12.93%	936	100.00%	44.94%	55.06%
Nevada	898	84.08%	170	15.92%	1,068	100.00%	45.91%	54.09%
<i>Pacific Division</i>	21,366	85.25%	3,698	14.75%	25,064	100.00%	51.69%	48.31%
Washington	3,434	84.52%	629	15.48%	4,063	100.00%	52.38%	47.72%
Oregon	2,365	84.40%	437	15.60%	2,802	100.00%	54.62%	45.38%
California	14,859	85.48%	2,524	14.52%	17,383	100.00%	51.80%	48.20%
Alaska	311	83.83%	60	16.17%	371	100.00%	42.75%	57.25%
Hawaii	397	89.21%	48	10.79%	445	100.00%	43.35%	56.65%
UNITED STATES SUBTOTAL	170,650	85.21%	28,613	14.79%	200,263	100.00%	49.23%	50.77%
TERRITORIES, POSSESSIONS, OR UNKNOWN	1,197	88.08%	162	11.92%	1,359	100.00%		
TOTAL	171,847	85.23%	28,775	14.77%	200,622	100.00%		

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-12. FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD						19-24 YR OLD CIVILIANS					
	WHITE #	WHITE %	BLACK #	BLACK %	HISPANIC #	HISPANIC %	OTHER #	OTHER %	WHITE %	BLACK %	HISPANIC %	OTHER %
NORTHEAST REGION	23,830	78.69%	3,908	12.90%	1,597	5.27%	950	3.14%	75.95%	13.37%	7.24%	3.44%
<i>New England Division</i>	7,309	91.56%	368	4.61%	186	2.33%	118	1.48%	87.51%	6.65%	2.91%	2.93%
Maine	1,321	97.56%	7	0.52%	3	0.22%	23	1.70%	99.55%	0.00%	0.00%	0.45%
New Hampshire	1,061	96.28%	16	1.45%	11	1.00%	14	1.27%	94.16%	0.00%	1.19%	4.65%
Vermont	438	97.55%	2	0.45%	3	0.67%	6	1.34%	98.81%	0.00%	0.00%	1.19%
Massachusetts	2,753	90.83%	159	5.25%	79	2.61%	40	1.32%	87.60%	6.09%	3.90%	2.41%
Rhode Island	440	89.07%	25	5.06%	21	4.25%	8	1.62%	88.05%	6.64%	4.08%	1.22%
Connecticut	1,296	83.56%	159	10.25%	69	4.45%	27	1.74%	79.24%	12.78%	2.99%	4.99%
<i>Middle Atlantic Division</i>	16,521	74.07%	3,540	15.87%	1,411	6.33%	832	3.73%	71.80%	15.74%	8.76%	3.62%
New York	6,739	66.56%	1,858	18.35%	967	9.48%	568	5.61%	65.22%	18.13%	12.50%	4.15%
New Jersey	2,275	64.89%	748	21.33%	312	8.90%	171	4.88%	70.85%	14.00%	10.92%	4.23%
Pennsylvania	7,507	86.56%	934	10.77%	139	1.60%	93	1.07%	82.77%	13.11%	1.68%	2.44%
NORTH CENTRAL REGION	40,717	84.49%	5,557	11.53%	1,098	2.28%	819	1.70%	84.12%	10.40%	3.45%	2.03%
<i>East North Central Division</i>	28,623	82.84%	4,634	13.41%	817	2.36%	479	1.39%	81.70%	12.33%	4.23%	1.73%
Ohio	8,746	86.05%	1,186	11.67%	140	1.38%	92	0.91%	87.11%	10.84%	0.94%	1.10%
Indiana	4,064	87.91%	451	9.76%	63	1.36%	45	0.97%	90.63%	6.63%	2.07%	0.67%
Illinois	5,745	71.67%	1,654	20.63%	459	5.73%	158	1.97%	70.76%	16.27%	10.89%	2.08%
Michigan	7,067	83.48%	1,171	13.83%	100	1.18%	128	1.51%	80.34%	15.11%	1.94%	2.61%
Wisconsin	3,001	91.38%	172	5.24%	55	1.67%	56	1.71%	91.81%	6.08%	0.49%	1.62%
<i>West North Central Division</i>	12,094	88.68%	923	6.77%	281	2.06%	340	2.49%	89.54%	6.07%	1.68%	2.70%
Minnesota	2,376	93.69%	56	2.21%	33	1.30%	71	2.80%	89.15%	4.97%	2.59%	3.29%
Iowa	2,042	95.51%	55	2.57%	16	0.75%	25	1.17%	93.96%	0.57%	0.77%	4.70%
Missouri	3,835	84.23%	575	12.63%	102	2.24%	41	0.90%	88.08%	9.92%	1.47%	0.53%
North Dakota	437	90.29%	3	0.62%	3	0.62%	41	8.47%	92.23%	1.80%	1.57%	4.40%
South Dakota	614	84.69%	5	0.69%	11	1.52%	95	13.10%	93.81%	0.00%	0.00%	6.19%
Nebraska	1,253	89.63%	82	5.87%	37	2.65%	26	1.86%	92.74%	3.80%	1.12%	2.34%
Kansas	1,537	85.20%	147	8.15%	79	4.38%	41	2.27%	85.70%	8.83%	2.13%	3.34%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-12 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CE'SUS DIVISION STATE		DoD						18-24 YR OLD CIVILIANS									
		WHITE		BLACK		HISPANIC		OTHER		WHITE		BLACK		HISPANIC		OTHER	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SOUTH REGION		54,491	64.93%	21,662	25.81%	6,275	7.48%	1,491	1.78%	63.72%	23.47%	10.56%	2.25%				
South Atlantic Division		26,994	65.06%	12,231	29.48%	1,458	3.51%	807	1.95%	64.16%	26.88%	6.36%	2.60%				
Delaware		398	76.39%	111	21.31%	7	1.34%	5	0.96%	72.47%	22.86%	2.41%	2.26%				
Maryland		2,068	63.05%	1,058	32.26%	50	1.52%	104	3.17%	54.20%	37.66%	3.67%	4.46%				
D.C.		18	7.96%	200	88.50%	4	1.77%	4	1.77%	29.50%	64.07%	3.04%	3.39%				
Virginia		3,872	67.08%	1,634	28.31%	97	1.68%	169	2.93%	64.27%	28.37%	3.00%	4.36%				
West Virginia		2,083	95.38%	81	3.71%	10	0.46%	10	0.46%	96.54%	2.48%	0.53%	0.44%				
North Carolina		3,977	61.30%	2,284	35.20%	88	1.36%	139	2.14%	70.49%	24.87%	2.73%	1.91%				
South Carolina		1,938	50.88%	1,803	47.34%	30	0.79%	38	1.00%	68.40%	29.21%	1.35%	1.04%				
Georgia		3,525	56.01%	2,572	40.87%	129	2.05%	67	1.06%	56.10%	38.73%	0.42%	4.75%				
Florida		9,115	70.57%	2,488	19.26%	1,043	8.07%	271	2.10%	63.61%	18.59%	16.72%	1.07%				
East South Central Division		10,091	69.34%	4,207	28.91%	146	1.86%	108	0.74%	71.66%	27.79%	6.35%	6.20%				
Kentucky		2,995	87.96%	362	10.63%	26	0.76%	22	0.65%	90.04%	9.96%	0.00%	0.00%				
Tennessee		3,315	77.38%	896	20.92%	41	0.96%	32	0.75%	73.87%	24.52%	1.17%	0.43%				
Alabama		2,510	58.06%	1,724	39.88%	50	1.16%	39	0.90%	65.42%	34.58%	0.00%	0.00%				
Mississippi		1,271	50.04%	1,225	48.23%	29	1.14%	15	0.59%	56.62%	43.02%	0.00%	0.37%				
West South Central Division		17,406	62.44%	5,224	18.74%	4,671	16.76%	576	2.87%	59.82%	15.88%	22.51%	2.80%				
Arkansas		1,877	74.43%	561	22.24%	56	2.22%	28	1.11%	76.48%	19.01%	2.03%	2.48%				
Louisiana		2,447	53.96%	1,809	39.89%	239	5.27%	40	0.88%	64.29%	27.43%	4.41%	3.87%				
Oklahoma		2,651	79.35%	351	10.51%	136	4.07%	203	6.08%	82.37%	10.01%	2.39%	5.23%				
Texas		10,431	59.68%	2,503	14.32%	4,240	24.26%	305	1.74%	51.93%	14.02%	32.48%	2.18%				

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-12 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD						18-24 YR OLD CIVILIANS					
	WHITE		BLACK		HISPANIC		OTHER		WHITE		BLACK	
	#	%	#	%	#	%	#	%	%	%	%	%
WEST REGION	27,009	71.32%	2,234	5.90%	5,548	14.65%	3,077	8.13%	60.34%	4.90%	25.88%	8.88%
<i>Mountain Division</i>	10,125	79.08%	459	3.58%	1,560	12.18%	660	5.15%	76.86%	3.45%	16.40%	4.08%
Montana	917	91.33%	4	0.40%	9	0.90%	74	7.37%	91.02%	1.43%	2.17%	5.38%
Idaho	962	94.31%	7	0.69%	29	2.84%	22	2.16%	88.29%	1.09%	5.36%	5.26%
Wyoming	543	91.41%	9	1.52%	28	4.71%	14	2.36%	87.00%	2.92%	7.37%	2.71%
Colorado	2,483	79.66%	182	5.84%	375	12.03%	77	2.47%	80.41%	5.30%	11.55%	2.74%
New Mexico	902	56.62%	49	3.08%	501	31.45%	141	8.85%	45.77%	0.72%	43.67%	9.84%
Arizona	2,616	75.35%	126	3.63%	486	14.00%	244	7.03%	68.72%	2.03%	25.72%	3.53%
Utah	835	89.21%	17	1.82%	53	5.66%	31	3.31%	92.39%	1.26%	3.92%	2.43%
Nevada	867	81.18%	65	6.09%	79	7.40%	57	5.34%	67.64%	12.67%	15.47%	4.23%
<i>Pacific Division</i>	16,884	67.36%	1,775	7.08%	3,988	15.91%	2,417	9.64%	55.36%	5.36%	28.86%	10.40%
Washington	3,531	86.91%	143	3.52%	163	4.01%	226	5.56%	85.19%	6.86%	1.47%	6.48%
Oregon	2,589	92.40%	41	1.46%	89	3.18%	83	2.96%	92.90%	1.85%	3.86%	1.39%
California	10,315	59.34%	1,557	8.96%	3,696	21.26%	1,815	10.44%	48.92%	5.50%	35.69%	9.90%
Alaska	283	76.28%	21	5.66%	5	1.35%	62	16.71%	75.45%	8.06%	3.09%	13.39%
Hawaii	166	37.30%	13	2.92%	35	7.87%	231	51.91%	37.11%	1.99%	0.72%	60.17%
WEST REGION TOTAL	166,847	71.83%	11,803	7.16%	18,531	11.13%	4,507	2.71%	58.86%	5.36%	28.86%	10.40%
TERRITORIES, POSSESSIONS, OR UNKNOWN	178	13.10%	106	7.80%	787	57.91%	288	21.19%				
TOTAL	167,025	72.53%	11,909	7.16%	19,318	11.50%	4,795	2.86%	58.86%	5.36%	28.86%	10.40%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-13 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education

CENSUS REGION CENSUS DIVISION STATE	DoD					
	TIER 1		TIER 2		TIER 3	
	#	%	#	%	#	%
SOUTH REGION	82,400	98.19%	1,424	1.70%	95	0.11%
South Atlantic Division	40,459	97.52%	980	2.36%	51	0.12%
Delaware	513	98.46%	8	1.54%	0	0.00%
Maryland	3,240	98.78%	35	1.07%	5	0.15%
D.C.	225	99.56%	0	0.00%	1	0.44%
Virginia	5,709	98.91%	56	0.97%	7	0.12%
West Virginia	2,159	98.86%	25	1.14%	0	0.00%
North Carolina	6,218	95.84%	266	4.10%	4	0.06%
South Carolina	3,687	96.80%	116	3.05%	6	0.16%
Georgia	6,185	98.28%	101	1.60%	7	0.11%
Florida	12,523	96.95%	373	2.89%	21	0.16%
East South Central Division	14,342	98.56%	186	1.28%	24	0.16%
Kentucky	3,343	98.18%	55	1.62%	7	0.21%
Tennessee	4,210	98.27%	71	1.66%	3	0.07%
Alabama	4,276	98.91%	37	0.86%	10	0.23%
Mississippi	2,513	98.94%	23	0.91%	4	0.16%
West South Central Division	27,599	99.00%	258	0.93%	20	0.07%
Arkansas	2,497	99.01%	25	0.99%	0	0.00%
Louisiana	4,513	99.51%	20	0.44%	2	0.04%
Oklahoma	3,309	99.04%	30	0.90%	2	0.06%
Texas	17,280	98.86%	183	1.05%	16	0.09%
TOTAL	83,919	100.00%				

Rows may not add to total due to rounding.

Table B-13 (Continued). FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education

CENSUS REGION	DoD					
	TIER 1		TIER 2		TIER 3	
CENSUS DIVISION	#	%	#	%	#	%
STATE	#	%	#	%	#	%
WEST REGION	36,185	95.56%	1,619	4.28%	64	0.17%
Mountain Division	12,423	97.82%	367	2.87%	14	0.11%
Montana	992	98.80%	11	1.10%	1	0.10%
Idaho	991	97.16%	27	2.65%	2	0.20%
Wyoming	585	98.48%	9	1.52%	0	0.00%
Colorado	3,050	97.85%	64	2.05%	3	0.10%
New Mexico	1,574	98.81%	18	1.13%	1	0.06%
Arizona	3,434	98.91%	35	1.01%	3	0.09%
Utah	806	86.11%	128	13.68%	2	0.21%
Nevada	991	92.79%	75	7.02%	2	0.19%
Pacific Division	23,762	94.81%	1,252	5.00%	50	0.20%
Washington	3,928	96.68%	116	2.86%	19	0.47%
Oregon	2,708	96.65%	84	3.00%	10	0.36%
California	16,327	93.93%	1,036	5.96%	20	0.12%
Alaska	359	96.77%	12	3.23%	0	0.00%
Hawaii	440	98.88%	4	0.90%	1	0.22%
UNITED STATES SUBTOTAL	195,716	97.75%	6,413	3.15%	234	0.12%
TERRITORIES, POSSESSIONS, OR UNKNOWN	1,350	99.34%	7	0.52%	2	0.15%
TOTAL	197,066	97.75%	6,420	3.15%	236	0.12%

Rows may not add to total due to rounding.

Table B-14. Mean APOC Percentile Score of FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

CENSUS REGION CENSUS DIVISION STATE	SERVICE				TOTAL DoD
	Army	Navy	Marine Corps	Air Force	
NORTHEAST REGION	64.2	61.3	60.2	67.4	63.3
<i>New England Division</i>					
Maine	65.5	61.9	60.4	67.7	64.1
New Hampshire	65.7	64.4	60.7	68.6	65.3
Vermont	67.5	64.8	62.4	69.9	66.4
Massachusetts	67.0	63.5	61.1	67.5	65.3
Rhode Island	65.3	61.0	60.2	67.3	63.6
Connecticut	64.5	56.4	59.0	67.8	62.5
	63.6	61.3	59.1	65.9	62.7
<i>Middle Atlantic Division</i>					
New York	63.8	61.2	60.2	67.3	63.1
New Jersey	63.8	61.3	60.5	68.0	63.2
Pennsylvania	62.9	61.2	61.4	66.5	62.6
	64.1	61.0	59.0	66.8	63.0
NORTH CENTRAL REGION	63.3	61.6	60.3	67.3	63.0
<i>East North Central Division</i>					
Ohio	62.6	60.9	59.9	67.1	62.4
Indiana	62.1	60.1	59.9	66.3	61.9
Illinois	62.6	62.9	60.8	67.2	63.3
Michigan	61.9	60.3	59.0	67.9	61.7
Wisconsin	62.6	60.2	60.3	66.9	62.2
	66.5	63.6	60.4	68.2	64.9
<i>West North Central Division</i>					
Minnesota	64.9	63.4	61.2	67.6	64.4
Iowa	67.3	63.4	63.0	68.7	65.5
Missouri	66.2	64.3	61.1	69.1	65.5
North Dakota	63.0	62.5	60.3	66.7	63.1
South Dakota	66.4	65.9	61.2	67.9	65.5
Nebraska	65.6	62.8	59.0	65.3	63.7
Kansas	63.6	62.0	61.2	67.7	63.7
	65.6	65.6	62.2	66.9	65.2

Table B-14 (Continued). Mean AFQT Percentile Score of FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

CENSUS REGION	SERVICE					TOTAL
	Army	Navy	Marine Corps	Air Force	DoD	
CENSUS DIVISION						
STATE						
SOUTH REGION	61.1	59.8	59.5	66.2	61.4	
<i>South Atlantic Division</i>						
Delaware	61.4	60.1	60.0	66.6	61.8	61.8
Maryland	62.3	63.6	64.2	66.6	63.7	63.7
D.C.	62.4	60.5	59.1	66.7	61.9	61.9
Virginia	50.3	53.9	53.9	64.3	53.1	53.1
West Virginia	63.3	60.7	61.1	67.0	63.0	63.0
North Carolina	60.2	58.7	57.2	63.7	60.2	60.2
South Carolina	60.0	59.1	58.1	66.4	60.5	60.5
Georgia	58.4	57.9	60.1	66.2	59.7	59.7
Florida	59.9	58.9	58.7	64.7	60.2	60.2
	63.2	62.0	61.7	67.8	63.5	63.5
<i>East South Central Division</i>						
Kentucky	59.9	57.4	57.7	65.0	59.7	59.7
Tennessee	62.4	59.0	58.9	65.2	61.4	61.4
Alabama	61.0	58.9	57.4	65.7	60.7	60.7
Mississippi	59.1	56.9	57.5	65.2	59.1	59.1
	56.3	53.6	56.5	63.5	56.8	56.8
<i>West South Central Division</i>						
Arkansas	61.3	60.5	59.6	66.2	61.6	61.6
Louisiana	60.5	57.9	57.4	63.9	59.9	59.9
Oklahoma	58.1	57.6	57.8	65.3	59.0	59.0
Texas	61.9	61.8	59.4	64.9	62.0	62.0
	62.2	61.5	60.4	67.1	62.5	62.5

Table B-14 (Continued). Mean AFQT Percentile Score of FY 1992 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

CENSUS REGION		SERVICE				TOTAL DoD
CENSUS DIVISION STATE	Army	Navy	Marine Corps	Air Force		
WEST REGION	64.1	61.6	60.2	67.6	63.3	
<i>Mountain Division</i>						
Montana	64.4	62.7	60.7	66.8	63.7	
Idaho	67.9	65.0	62.1	66.7	66.1	
Wyoming	66.2	63.9	64.9	68.5	65.7	
Colorado	66.1	63.8	58.4	66.4	64.4	
New Mexico	64.6	63.1	61.7	66.3	64.0	
Arizona	61.4	60.9	57.0	65.5	61.5	
Utah	63.3	62.4	60.4	67.8	63.3	
Nevada	64.8	60.1	61.4	65.3	63.2	
	65.0	62.7	60.3	68.0	63.9	
<i>Pacific Division</i>						
Washington	64.0	61.0	59.9	68.0	63.1	
Oregon	66.7	63.8	61.3	67.0	65.3	
California	67.5	65.3	60.7	69.0	65.9	
Alaska	62.7	60.0	59.6	68.1	62.1	
Hawaii	67.1	64.4	61.3	70.2	65.9	
	57.4	54.7	53.8	66.7	58.7	
UNITED STATES SUBTOTAL	63.5	60.7	60.0	66.9	63.4	
TERRITORIES, POSSESSIONS, OR UNKNOWN	51.7	50.9	57.8	61.0	52.8	
TOTAL	62.6	60.8	60.0	66.9	62.4	

Table B-15. FY 1992 Active Component Enlisted Members by Age, Service, and Gender with Civilian Comparison Group

AGE	SERVICE										CIVILIAN LABOR FORCE							
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		17 YR AND OLDER		Total					
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total						
a. Number																		
17-19	39,481	5,532	45,013	36,946	4,924	41,870	22,969	1,127	24,096	16,970	4,597	21,567	116,366	16,180	132,546	2,887,067	2,560,410	5,447,477
20-24	167,824	23,644	191,468	160,751	18,623	179,374	77,468	3,499	80,967	85,283	19,256	104,539	491,326	65,022	556,348	7,246,399	6,400,277	13,646,676
25-29	97,926	14,062	111,988	88,375	10,941	99,316	26,224	1,580	27,804	77,203	13,258	90,461	289,728	39,841	329,569	8,989,596	7,362,466	16,352,062
30-34	66,425	9,930	76,355	66,396	7,633	74,029	16,530	933	17,463	68,341	9,578	77,919	217,692	28,074	245,766	10,371,434	8,308,121	18,679,555
35-39	51,317	5,692	57,009	43,741	4,027	47,768	10,087	440	10,527	49,383	6,692	56,075	154,528	16,851	171,379	9,768,682	8,009,591	17,778,273
40-44	20,580	1,700	22,280	18,617	1,253	19,870	3,366	106	3,472	19,422	2,034	21,476	61,985	5,113	67,098	8,462,981	7,470,735	15,933,716
45-49	5,208	459	5,667	4,451	242	4,693	784	18	802	3,256	158	3,414	13,699	877	14,576	7,005,258	6,006,100	13,011,358
50+	745	75	820	568	38	606	105	1	106	224	5	229	1,642	119	1,761	13,976,263	11,153,154	25,129,418
Unknown	600	117	717	14	7	21	0	0	0	1	0	1	615	124	739	0	0	0
TOTAL	490,106	61,211	551,317	419,859	47,688	467,547	157,533	7,704	165,237	320,083	53,598	373,681	1,347,381	172,201	1,519,582	88,707,680	57,270,834	145,978,514
b. Percent																		
17-19	8.77%	9.04%	8.80%	8.80%	10.33%	8.96%	14.58%	14.63%	14.58%	5.30%	8.27%	5.74%	8.64%	9.40%	8.72%	4.20%	4.47%	4.32%
20-24	37.29%	38.63%	37.45%	38.29%	39.05%	38.36%	49.18%	45.42%	49.00%	26.64%	34.63%	27.83%	36.46%	37.76%	36.61%	10.55%	11.18%	10.83%
25-29	21.76%	22.97%	21.90%	21.05%	22.94%	21.24%	16.65%	20.51%	16.83%	24.12%	23.85%	24.08%	21.50%	23.14%	21.69%	13.08%	12.86%	12.98%
30-34	14.76%	16.22%	14.93%	15.81%	16.01%	15.83%	10.49%	12.11%	10.57%	21.35%	17.23%	20.74%	16.15%	16.30%	16.17%	15.10%	14.51%	14.83%
35-39	11.40%	9.30%	11.15%	10.42%	8.44%	10.22%	6.40%	5.71%	6.37%	15.43%	12.04%	14.93%	11.47%	9.79%	11.28%	14.22%	13.99%	14.11%
40-44	4.57%	2.78%	4.36%	4.43%	2.63%	4.25%	2.14%	1.38%	2.10%	6.07%	3.69%	5.72%	4.60%	2.97%	4.41%	12.32%	13.04%	12.65%
45-49	1.16%	0.75%	1.11%	1.06%	0.51%	1.00%	0.50%	0.23%	0.49%	1.02%	0.28%	0.91%	1.02%	0.51%	0.96%	10.20%	10.49%	10.33%
50+	0.17%	0.12%	0.16%	0.14%	0.08%	0.13%	0.07%	0.01%	0.06%	0.07%	0.01%	0.06%	0.12%	0.07%	0.12%	20.34%	19.47%	19.95%
Unknown	0.13%	0.19%	0.14%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.07%	0.05%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1997.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-16. FY 1992 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										MARRIED		UNMARRIED		TOTAL DoD		PERCENT MARRIED		MARRIED		CIVILIANS IN			
	MARRIED					UNMARRIED					MARRIED		UNMARRIED		TOTAL DoD		PERCENT MARRIED		MARRIED		CIVILIANS IN			
	Males		Females		Total	Males		Females		Total	Males		Females		Total	Males		Females		Total	Males		Females	
17	32	8	40	2,415	574	2,989	2,447	582	3,029	1.31%	1.37%	1.32%	33,708											
18	1,118	209	1,327	35,742	5,289	41,031	36,860	5,498	42,358	3.03%	3.80%	3.13%	68,057											
19	6,907	1,251	8,158	70,152	8,849	79,001	77,059	10,100	87,159	8.96%	12.39%	9.36%	137,548											
20	17,568	3,143	20,711	88,831	10,207	99,038	106,399	13,350	119,749	16.51%	23.54%	17.30%	276,013											
21	31,199	5,198	36,397	90,802	10,508	101,310	122,001	15,706	137,707	25.57%	33.10%	26.43%	456,296											
22	37,206	5,594	42,800	68,568	8,644	77,212	105,774	14,238	120,012	35.17%	39.29%	35.66%	623,747											
23	38,765	5,287	44,052	46,311	6,350	52,661	85,076	11,637	96,713	45.57%	45.43%	45.55%	844,313											
24	39,770	5,148	44,918	32,306	4,943	37,249	72,076	10,091	82,167	55.18%	51.02%	54.67%	1,116,186											
25	40,454	4,988	45,442	24,613	4,329	28,942	65,067	9,317	74,384	62.17%	53.54%	61.09%	1,351,381											
26	40,226	4,471	44,697	19,499	3,701	23,200	59,725	8,172	67,897	67.35%	54.71%	65.83%	1,450,056											
27	41,112	4,539	45,651	16,320	3,430	19,750	57,432	7,969	65,401	71.58%	56.96%	69.80%	1,690,315											
28	41,354	4,254	45,608	14,281	3,074	17,355	55,635	7,328	62,963	74.33%	58.05%	72.44%	2,032,695											
29	40,273	4,185	44,458	11,596	2,870	14,466	51,869	7,055	58,924	77.64%	59.32%	75.45%	2,148,743											
30	38,873	3,966	42,839	10,003	2,603	12,606	48,876	6,569	55,445	79.53%	60.37%	77.26%	2,321,304											
31	37,771	3,735	41,506	8,699	2,371	11,070	46,470	6,106	52,576	81.28%	61.17%	78.94%	2,327,433											
32	35,611	3,520	39,131	7,648	2,153	9,801	43,259	5,673	48,932	82.32%	62.05%	79.97%	2,613,916											
33	33,948	3,204	37,152	6,825	1,877	8,702	40,773	5,081	45,854	83.26%	63.06%	81.02%	2,727,843											
34	32,190	2,955	35,145	6,124	1,690	7,814	38,314	4,645	42,959	84.02%	63.62%	81.81%	2,662,066											
35	30,598	2,604	33,202	5,616	1,641	7,257	36,214	4,245	40,459	84.49%	61.34%	82.06%	2,637,903											
36	28,983	2,332	31,315	4,918	1,456	6,374	33,901	3,788	37,689	85.49%	61.56%	83.09%	2,613,952											
37	27,521	2,138	29,659	4,513	1,318	5,831	32,034	3,456	35,490	85.91%	61.86%	83.57%	2,549,505											
38	24,673	1,836	26,509	3,914	1,171	5,085	28,587	3,007	31,594	86.31%	61.06%	83.91%	2,600,333											
39	20,670	1,462	22,132	3,122	893	4,015	23,792	2,355	26,147	86.88%	62.08%	84.64%	2,662,854											
40	17,116	1,018	18,134	2,461	717	3,178	19,577	1,735	21,312	87.43%	58.67%	85.09%	2,611,300											
41	13,059	795	13,854	1,885	509	2,394	14,944	1,304	16,248	87.39%	60.97%	85.27%	2,311,147											
42	10,070	553	10,623	1,380	387	1,767	11,450	940	12,390	87.95%	58.83%	85.74%	2,392,663											
43	7,950	368	8,318	1,044	285	1,329	8,994	653	9,647	88.39%	56.36%	86.22%	2,252,814											
44	6,207	258	6,465	813	223	1,036	7,020	481	7,501	88.42%	53.64%	86.19%	2,327,034											
45+	13,644	504	14,148	1,697	492	2,189	15,341	996	16,337	88.94%	50.60%	86.60%	28,825,746											
Unknown	161	24	185	454	100	554	615	124	739	26.18%	19.35%	25.03%	0											
TOTAL	755,029	79,547	834,576	592,453	92,654	685,107	1,547,511	172,201	1,719,712	86.07%	86.07%	86.07%												

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-17. FY 1992 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE														18-44 YR OLD CIVILIANS							
	ARMY				NAVY				MARINE CORPS				AIR FORCE				TOTAL DoD		Total			
	Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females				
a. Number																						
White	273,871	26,200	300,071		296,396	29,279	325,675		110,908	4,524	115,432		248,773	38,834	287,607		929,948	98,837	1,028,785	35,655,909	29,956,070	65,611,979
Black	131,365	29,872	161,237		70,591	12,851	83,442		29,117	2,202	31,319		51,131	13,263	64,394		282,204	58,188	340,392	4,906,020	5,018,720	9,924,740
Hispanic	22,185	2,169	24,354		28,687	3,977	32,664		12,443	646	13,089		12,254	1,948	14,202		75,569	8,740	84,309	4,819,666	3,051,774	7,871,440
Other	22,685	2,970	25,655		24,185	1,581	25,766		5,065	332	5,397		7,925	1,553	9,478		59,860	6,436	66,296	1,579,598	1,379,162	2,958,760
TOTAL	450,106	51,211	501,317		419,859	47,687	467,546		157,533	8,705	166,238		319,883	54,700	374,583		1,331,871	169,701	1,501,572	20,531,193	18,375,726	38,906,919
b. Percent																						
White	60.85%	42.80%	58.69%		70.59%	61.40%	69.66%		70.40%	58.72%	69.86%		77.72%	69.85%	76.56%		69.01%	57.40%	67.69%	75.93%	76.02%	75.97%
Black	29.19%	48.80%	31.53%		16.81%	26.95%	17.85%		18.48%	28.58%	18.95%		15.97%	23.86%	17.14%		20.94%	33.79%	22.40%	10.45%	12.74%	11.49%
Hispanic	4.93%	3.54%	4.76%		6.83%	8.34%	6.99%		7.90%	8.39%	7.92%		3.83%	3.50%	3.78%		5.61%	5.08%	5.55%	10.26%	7.74%	9.11%
Other	5.04%	4.85%	5.02%		5.76%	3.32%	5.51%		3.22%	4.31%	3.27%		2.48%	2.79%	2.52%		4.44%	3.74%	4.36%	3.36%	3.50%	3.43%
TOTAL	100.00%	100.00%	100.00%		100.00%	100.00%	100.00%		100.00%	100.00%	100.00%		100.00%	100.00%	100.00%		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-18. FY 1992 Active Component Enlisted Members by Ethnicity and Service

ETHNICITY	SERVICE						TOTAL					
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL			
	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	8,537	1.67%	11,696	2.50%	8,531	5.16%	8,457	2.25%	37,221	2.45%		
PUERTO RICAN	9,077	1.78%	5,011	1.07%	1,794	1.09%	3,075	0.82%	18,957	1.25%		
CUBAN	249	0.05%	439	0.09%	118	0.07%	210	0.06%	1,016	0.07%		
LATIN AMER.	1,438	0.28%	809	0.17%	545	0.33%	8	0.00%	2,800	0.18%		
OTHER HISP.	5,053	0.99%	14,709	3.15%	2,101	1.27%	2,452	0.65%	24,315	1.60%		
ALEUTIAN	27	0.01%	24	0.01%	15	0.01%	14	0.00%	80	0.01%		
ESKIMO	43	0.01%	44	0.01%	46	0.03%	19	0.01%	152	0.01%		
N. AMER. INDIAN	1,644	0.32%	2,270	0.49%	1,224	0.74%	2,527	0.67%	7,665	0.50%		
CHINESE	227	0.04%	288	0.06%	87	0.05%	216	0.06%	818	0.05%		
JAPANESE	263	0.05%	509	0.11%	106	0.06%	551	0.15%	1,429	0.09%		
KOREAN	928	0.18%	536	0.11%	175	0.11%	321	0.09%	1,960	0.13%		
INDIAN	312	0.06%	160	0.03%	79	0.05%	11	0.00%	562	0.04%		
FILIPINO	2,746	0.54%	18,185	3.89%	980	0.59%	3,735	0.99%	25,646	1.69%		
VIETNAMESE	316	0.06%	567	0.12%	151	0.09%	1	0.00%	1,035	0.07%		
OTHER ASIAN	1,240	0.24%	881	0.19%	306	0.19%	1,874	0.50%	4,301	0.28%		
MELANESIAN	129	0.03%	52	0.01%	20	0.01%	0	0.00%	201	0.01%		
MICRONESIAN	264	0.05%	176	0.04%	106	0.06%	0	0.00%	546	0.04%		
POLYNESIAN	619	0.12%	380	0.08%	107	0.06%	7	0.00%	1,113	0.07%		
GUAMANIAN	0	0.00%	0	0.00%	0	0.00%	20	0.01%	20	0.00%		
OTHER PACIFIC	573	0.11%	148	0.03%	143	0.09%	6	0.00%	870	0.06%		
OTHER/NONE *	477,239	93.34%	409,641	87.61%	148,517	89.88%	352,174	93.74%	1,387,571	91.30%		
UNKNOWN	393	0.08%	1,022	0.22%	86	0.05%	3	0.00%	1,504	0.10%		
TOTALS	511,317	100.00%	467,543	100.00%	165,237	100.00%	375,631	100.00%	1,519,732	100.00%		

* "Other/None" includes whites and blacks who claim no other ethnic category.
Columns may not add to totals due to rounding.

Table B-19. FY 1992 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
Male	421,816	93.71%	25,821	5.74%	2,469	0.55%	450,106	100.00%
Female	60,438	98.74%	663	1.08%	110	0.18%	61,211	100.00%
Total	482,254	94.32%	26,484	5.18%	2,579	0.50%	511,317	100.00%
NAVY								
Male	384,583	91.60%	19,917	4.74%	15,359	3.66%	419,859	100.00%
Female	46,781	98.10%	860	1.80%	47	0.10%	47,688	100.00%
Total	431,364	92.26%	20,777	4.44%	15,406	3.30%	467,547	100.00%
MARINE CORPS								
Male	146,689	93.12%	10,393	6.60%	451	0.29%	157,533	100.00%
Female	7,359	95.52%	344	4.47%	1	0.01%	7,704	100.00%
Total	154,048	93.23%	10,737	6.50%	452	0.27%	165,237	100.00%
AIR FORCE								
Male	319,122	99.70%	915	0.29%	46	0.01%	320,083	100.00%
Female	55,435	99.71%	155	0.28%	8	0.01%	55,598	100.00%
Total	374,557	99.70%	1,070	0.28%	54	0.01%	375,681	100.00%
TOTAL DoD								
Male	1,272,210	94.41%	57,046	4.23%	18,325	1.36%	1,347,581	100.00%
Female	170,013	98.73%	2,022	1.17%	166	0.10%	172,201	100.00%
Total	1,442,223	94.90%	59,068	3.89%	18,491	1.22%	1,519,782	100.00%
18-44 YR OLD CIVILIAN WORKFORCE								
Male	40,939,067	87.18%	*	0.00%	6,022,126	12.82%	46,961,193	100.00%
Female	35,956,636	91.25%	*	0.00%	3,449,089	8.75%	39,405,725	100.00%
Total	76,895,703	89.03%	*	0.00%	9,471,215	10.97%	86,366,918	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, Feb. 1990; September 1990.

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-20. FY 1992 Active Component Enlisted Members by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY								
White	280,088	93.34%	18,165	6.05%	1,818	0.61%	300,071	100.00%
Black	155,163	96.23%	5,579	3.46%	495	0.31%	161,237	100.00%
Hispanic	22,802	93.63%	1,420	5.83%	132	0.54%	24,354	100.00%
Other	24,201	94.33%	1,320	5.15%	134	0.52%	25,655	100.00%
NAVY								
White	297,633	91.39%	15,942	4.90%	12,100	3.72%	325,675	100.00%
Black	79,493	95.27%	2,210	2.65%	1,739	2.08%	83,442	100.00%
Hispanic	29,290	89.67%	2,090	6.40%	1,284	3.93%	32,664	100.00%
Other	24,948	96.83%	535	2.08%	283	1.10%	25,766	100.00%
MARINE CORPS								
White	107,683	93.29%	7,440	6.45%	309	0.27%	115,432	100.00%
Black	29,117	92.97%	2,121	6.77%	81	0.26%	31,319	100.00%
Hispanic	12,178	93.04%	865	6.61%	46	0.35%	13,089	100.00%
Other	5,070	93.94%	311	5.76%	16	0.30%	5,397	100.00%
AIR FORCE								
White	286,665	99.67%	898	0.31%	44	0.02%	287,607	100.00%
Black	64,282	99.83%	106	0.16%	6	0.01%	64,394	100.00%
Hispanic	14,158	99.69%	43	0.30%	1	0.01%	14,202	100.00%
Other	9,452	99.73%	23	0.24%	3	0.03%	9,478	100.00%
TOTAL DoD								
White	972,069	94.49%	42,445	4.13%	14,271	1.39%	1,028,785	100.00%
Black	328,055	96.38%	10,016	2.94%	2,321	0.68%	340,392	100.00%
Hispanic	78,428	93.02%	4,418	5.24%	1,463	1.74%	84,309	100.00%
Other	63,671	96.04%	2,189	3.30%	436	0.66%	66,296	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
White	60,773,575	92.63%	*	0.00%	4,838,404	7.37%	65,611,979	100.00%
Black	8,588,221	86.53%	*	0.00%	1,336,519	15.47%	9,924,740	100.00%
Hispanic	4,928,877	62.62%	*	0.00%	2,942,563	37.38%	7,871,440	100.00%
Other	2,605,030	88.04%	*	0.00%	353,730	11.96%	2,958,760	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-21. FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Gender

a. Number	GENDER	OCCUPATIONAL AREA										TOTAL
		Infantry	Electronics	Communications	Medical	Technical	Administrators	Electricians	Craftsmen	Supply	Non-Occupational*	
	ARMY											
	Male	133,673	19,145	53,057	27,955	11,128	60,122	63,125	8,315	44,297	29,289	450,106
	Female	2,540	1,354	6,627	9,639	1,366	22,246	3,649	599	8,136	5,055	61,211
	Total	136,213	20,499	59,684	37,594	12,494	82,368	66,774	8,914	52,433	34,344	511,317
	NAVY											
	Male	41,762	70,610	40,970	24,148	3,401	35,771	117,637	27,758	20,517	37,285	419,859
	Female	3,809	4,743	6,417	6,552	628	9,163	6,372	1,741	2,562	5,701	47,688
	Total	45,571	75,353	47,387	30,700	4,029	44,934	124,009	29,499	23,079	42,986	467,547
	MARINE CORPS											
	Male	42,052	10,607	11,993	0	3,505	22,202	24,558	4,389	18,949	19,278	157,533
	Female	2	321	550	0	234	3,649	664	148	1,239	897	7,704
	Total	42,054	10,928	12,543	0	3,739	25,851	25,222	4,537	20,188	20,175	165,237
	AIR FORCE											
	Male	22,939	41,947	21,331	16,862	13,143	59,237	81,931	18,590	27,956	16,147	320,083
	Female	1,448	2,997	4,568	8,782	1,631	22,350	3,587	1,124	4,953	4,158	55,598
	Total	24,387	44,944	25,899	25,644	14,774	81,587	85,518	19,714	32,909	20,305	375,681
	TOTAL DoD											
	Male	240,426	142,309	127,351	68,965	31,177	177,332	287,251	59,052	111,719	101,999	1,347,581
	Female	7,799	9,415	18,162	24,973	3,859	57,408	14,272	3,612	16,890	15,811	172,201
	Total	248,225	151,724	145,513	93,938	35,036	234,740	301,523	62,664	128,609	117,810	1,519,782

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-21 (Continued). FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA										TOTAL		
	Infantry	Electronics	Commu- nications		Medical	Other Technical	Admini- strators		Electrical	Craftsman		Supply	Non- Occupational*
ARMY													
Male	29.70%	4.25%	11.79%	6.21%	2.47%	13.36%	14.02%	1.85%	9.84%	6.51%	100.00%		
Female	4.15%	2.21%	10.83%	15.75%	2.23%	36.34%	5.96%	0.98%	13.29%	8.26%	100.00%		
Total	26.64%	4.01%	11.67%	7.35%	2.44%	16.11%	13.06%	1.74%	10.25%	6.72%	100.00%		
NAVY													
Male	9.95%	16.82%	9.76%	5.75%	0.81%	8.52%	28.02%	6.61%	4.89%	8.88%	100.00%		
Female	7.99%	9.95%	13.46%	13.74%	1.32%	19.21%	13.36%	3.65%	5.37%	11.95%	100.00%		
Total	9.75%	16.12%	10.14%	6.57%	0.86%	9.61%	26.52%	6.31%	4.94%	9.19%	100.00%		
MARINE CORPS													
Male	26.69%	6.73%	7.61%	0.00%	2.22%	14.09%	15.59%	2.79%	12.03%	12.24%	100.00%		
Female	0.03%	4.17%	7.14%	0.00%	3.04%	47.37%	8.62%	1.92%	16.08%	11.64%	100.00%		
Total	25.45%	6.61%	7.59%	0.00%	2.26%	15.64%	15.26%	2.75%	12.22%	12.21%	100.00%		
AIR FORCE													
Male	7.17%	13.11%	6.66%	5.27%	4.11%	18.51%	25.60%	5.81%	8.73%	5.04%	100.00%		
Female	2.60%	5.39%	8.22%	15.80%	2.93%	40.20%	6.45%	2.02%	8.91%	7.48%	100.00%		
Total	6.49%	11.96%	6.89%	6.83%	3.93%	21.72%	22.76%	5.25%	8.76%	5.40%	100.00%		
TOTAL DoD													
Male	17.84%	10.56%	9.45%	5.12%	2.31%	13.16%	21.32%	4.38%	8.29%	7.57%	100.00%		
Female	4.53%	5.47%	10.55%	14.50%	2.24%	33.34%	8.29%	2.10%	9.81%	9.18%	100.00%		
Total	16.33%	9.98%	9.57%	6.18%	2.31%	15.45%	19.84%	4.12%	8.46%	7.75%	100.00%		

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table B-22. FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA										Non- Occupational*	TOTAL
	Infantry	Electronics	Commu- nications	Medical	Technical	Other	Admin- istrators	Electrical	Craftsman	Supply		
ARMY												
White	85,768	13,068	38,089	20,238	7,588		33,162	42,796	5,444	29,081	24,837	300,071
Black	36,494	5,624	16,541	12,737	3,694		39,761	17,641	2,705	19,389	6,651	161,237
Hispanic	7,074	858	2,410	2,162	542		4,639	2,710	321	1,834	1,804	24,354
Other	6,877	949	2,644	2,457	670		4,806	3,627	444	2,129	1,052	25,655
NAVY												
White	30,310	60,840	33,773	19,708	3,281		25,950	89,151	22,895	11,545	28,222	325,675
Black	10,022	8,171	10,252	5,862	417		11,424	18,607	3,312	7,189	8,186	83,442
Hispanic	3,621	4,507	2,683	2,568	217		2,995	7,978	1,747	1,332	5,016	32,664
Other	1,618	1,835	679	2,562	114		4,565	8,273	1,545	3,013	1,562	25,766
MARINE CORPS												
White	30,371	9,074	8,563	0	2,941		14,612	18,841	3,261	12,357	15,412	115,432
Black	6,710	1,132	2,864	0	507		7,648	3,950	785	5,387	2,336	31,319
Hispanic	3,523	482	805	0	211		2,646	1,721	335	1,705	1,661	13,089
Other	1,450	240	311	0	80		945	710	156	739	766	5,397
AIR FORCE												
White	19,643	38,200	20,300	17,698	12,044		53,824	69,747	15,451	24,018	16,682	287,607
Black	3,545	4,397	4,232	5,661	1,958		21,537	10,868	3,069	6,749	2,378	64,394
Hispanic	849	1,388	926	1,218	457		3,595	3,131	709	1,318	611	14,202
Other	350	959	441	1,067	315		2,631	1,772	485	824	634	9,478
TOTAL DoD												
White	166,092	121,182	100,725	57,644	25,854		127,548	220,535	47,051	77,001	85,153	1,028,785
Black	56,771	19,324	33,889	24,260	6,576		80,370	51,066	9,871	38,714	19,551	340,392
Hispanic	15,067	7,235	6,824	5,948	1,427		13,875	15,540	3,112	6,189	9,092	84,309
Other	10,295	3,983	4,075	6,086	1,179		12,947	14,382	2,630	6,705	4,014	66,296

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-22 (Continued). FY 1992 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	OCCUPATIONAL AREA										TOTAL
	Infantry	Electronics	Communications	Medical	Technical	Other	Administrators	Electrical	Craftsman	Supply	Non-Occupational*
ARMY											
White	28.58%	4.35%	12.69%	6.74%	2.53%		11.05%	14.26%	1.81%	9.69%	8.28%
Black	22.63%	3.49%	10.26%	7.90%	2.29%		24.66%	10.94%	1.68%	12.03%	4.12%
Hispanic	29.05%	3.52%	9.90%	8.88%	2.23%		19.05%	11.13%	1.32%	7.53%	7.41%
Other	26.81%	3.70%	10.31%	9.58%	2.61%		18.73%	14.14%	1.73%	8.30%	4.10%
NAVY											
White	9.31%	18.68%	10.37%	6.05%	1.01%		7.97%	27.37%	7.03%	3.54%	8.67%
Black	12.01%	9.79%	12.29%	7.03%	0.50%		13.69%	22.30%	3.97%	8.62%	9.81%
Hispanic	11.09%	13.80%	8.21%	7.86%	0.66%		9.17%	24.42%	5.35%	4.08%	15.36%
Other	6.28%	7.12%	2.64%	9.94%	0.44%		17.72%	32.11%	6.00%	11.69%	6.06%
MARINE CORPS											
White	26.31%	7.86%	7.42%	0.00%	2.55%		12.66%	16.32%	2.83%	10.71%	13.35%
Black	21.42%	3.61%	9.14%	0.00%	1.62%		24.42%	12.61%	2.51%	17.20%	7.46%
Hispanic	26.92%	3.68%	6.15%	0.00%	1.61%		20.22%	13.15%	2.56%	13.03%	12.69%
Other	26.87%	4.45%	5.76%	0.00%	1.48%		17.51%	13.16%	2.89%	13.69%	14.19%
AIR FORCE											
White	6.83%	13.28%	7.06%	6.15%	4.19%		18.71%	24.25%	5.37%	8.35%	5.80%
Black	5.51%	6.83%	6.57%	8.79%	3.04%		33.45%	16.88%	4.77%	10.48%	3.69%
Hispanic	5.98%	9.77%	6.52%	8.58%	3.22%		25.31%	22.05%	4.99%	9.28%	4.30%
Other	3.69%	10.12%	4.65%	11.26%	3.32%		27.76%	18.70%	5.12%	8.69%	6.69%
TOTAL DoD											
White	16.14%	11.78%	9.79%	5.60%	2.51%		12.40%	21.44%	4.57%	7.48%	8.28%
Black	16.68%	5.68%	9.96%	7.13%	1.93%		23.61%	15.00%	2.90%	11.37%	5.74%
Hispanic	17.87%	8.58%	8.09%	7.06%	1.69%		16.46%	18.43%	3.69%	7.34%	10.78%
Other	15.53%	6.01%	6.15%	9.18%	1.78%		19.53%	21.69%	3.97%	10.11%	6.05%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows or columns may not add to totals due to rounding.

Table B-23. FY 1992 Active Component Officer Accessions by Age and Service with Civilian Comparison Group

AGE GROUP	SERVICE								21-35 YR OLD CIVILIAN COLLEGE GRADUATES*			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
17-19	0	0.00%	0	0.00%	7	0.50%	0	0.00%	7	0.04%	NA	----
20-24	3,019	57.20%	2,713	55.96%	722	51.46%	2,695	57.38%	9,149	56.38%	2,067,517	16.01%
25-29	1,514	28.69%	1,127	23.25%	652	46.47%	1,134	24.14%	4,427	27.28%	4,471,129	34.63%
30-34	411	7.79%	670	13.82%	20	1.43%	566	12.05%	1,667	10.27%	5,315,102	41.17%
35-39	166	3.15%	207	4.27%	1	0.07%	179	3.81%	553	3.41%	1,056,824	8.19%
40-44	60	1.14%	59	1.22%	0	0.00%	70	1.49%	189	1.16%	NA	----
45-49	29	0.55%	26	0.54%	0	0.00%	29	0.62%	84	0.52%	NA	----
50+	40	0.76%	29	0.60%	1	0.07%	23	0.49%	93	0.57%	NA	----
Unknown	39	0.74%	17	0.35%	0	0.00%	1	0.02%	57	0.35%	NA	----
TOTAL	5,271	100.00%	4,641	100.00%	1,400	100.00%	4,673	100.00%	16,229	100.00%	16,229	100.00%

* Comparison group for officer accessions includes 21-35 year old college graduates in the non-institutional civilian population. Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-24. FY 1992 Active Component Officer Corps by Age and Service with Civilian Comparison Group

AGE GROUP	SERVICE						CIVILIAN					
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
17-19	1	0.00%	0	0.00%	7	0.04%	0	0.00%	8	0.00%	NA	---
20-24	7,371	9.07%	7,188	10.84%	1,920	11.12%	6,008	6.65%	22,487	8.81%	1,741,156	5.79%
25-29	19,654	24.17%	16,994	25.64%	5,464	31.64%	20,373	22.54%	62,485	24.48%	4,051,655	13.46%
30-34	18,434	22.67%	13,858	20.91%	3,503	20.28%	20,671	22.87%	56,466	22.12%	4,796,722	15.94%
35-39	15,782	19.41%	12,363	18.65%	2,982	17.27%	18,976	21.00%	50,103	19.63%	4,775,062	15.87%
40-44	11,885	14.62%	9,430	14.23%	2,305	13.35%	15,754	17.43%	39,374	15.43%	4,901,811	16.29%
45-49	5,895	7.25%	4,675	7.05%	919	5.32%	6,965	7.71%	18,454	7.23%	3,943,411	13.10%
50+	2,222	2.73%	1,710	2.58%	170	0.98%	1,630	1.80%	5,732	2.25%	5,884,168	19.55%
Unknown	68	0.08%	62	0.09%	0	0.00%	1	0.00%	131	0.05%	0	0.00%
TOTAL	81,312	100.00%	64,780	100.00%	17,270	100.00%	80,370	100.00%	255,216	100.00%	33,776,793	100.00%

* Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older). Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-25. FY 1992 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups

GENDER	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 1992 Active Component Officer Accessions												
Males	4,287	81.22%	3,924	80.94%	1,367	97.43%	3,699	78.75%	13,277	81.83%	6,338,349	49.09%
Females	991	18.78%	924	19.06%	36	2.57%	998	21.25%	2,949	18.17%	6,572,223	50.91%
TOTAL	5,278	100.00%	4,848	100.00%	1,403	100.00%	4,697	100.00%	16,226	100.00%	12,910,572	100.00%
b. FY 1992 Active Component Officer Corps												
Males	70,074	86.18%	58,130	87.70%	16,722	96.83%	77,695	85.97%	222,621	87.22%	17,185,122	57.10%
Females	11,238	13.82%	8,150	12.30%	548	3.17%	12,683	14.03%	32,619	12.78%	12,908,862	42.90%
TOTAL	81,312	100.00%	66,280	100.00%	17,270	100.00%	90,378	100.00%	255,240	100.00%	30,093,984	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

* Comparison group for active component officer corps includes college graduates in the civilian work force.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-26. FY 1992 Active Component Officer Accessions and Officer Corps by Gender, Service, and Marital Status with Civilian Comparison Groups

GENDER	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
a. FY 1992 Active Component Officer Accessions												
Males	25.78%	74.22%	30.66%	69.34%	25.75%	74.25%	33.58%	66.42%	29.39%	70.61%	52.39%	47.61%
Females	28.46%	71.54%	26.19%	73.81%	27.78%	72.22%	31.36%	68.64%	28.72%	71.28%	57.43%	42.57%
TOTAL	27.12%	72.88%	28.43%	71.57%	26.77%	73.23%	32.47%	67.53%	29.06%	70.94%	54.91%	45.09%
b. FY 1992 Active Component Officer Corps												
Males	76.56%	23.44%	71.27%	28.73%	71.90%	28.10%	79.32%	20.68%	75.79%	24.21%	72.73%	27.27%
Females	53.16%	46.84%	46.31%	53.69%	49.27%	50.73%	54.63%	45.37%	51.95%	48.05%	62.28%	37.72%
TOTAL	64.86%	35.14%	58.79%	41.21%	60.59%	39.41%	67.03%	32.97%	63.87%	36.13%	67.51%	32.49%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

* Comparison group for active component officer corps includes college graduates in the civilian work force.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-27. FY 1992 Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

RACE/ ETHNICITY	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 1992 Active Component Officer Accessions												
White	4,370	82.80%	4,112	84.82%	1,217	86.74%	4,188	89.16%	13,887	85.58%	10,901,064	84.44%
Black	519	9.83%	294	6.06%	80	5.70%	232	4.94%	1,125	6.93%	831,134	6.44%
Hispanic	144	2.73%	185	3.82%	64	4.56%	59	1.26%	452	2.79%	460,703	3.57%
Other	245	4.64%	257	5.30%	42	2.99%	218	4.64%	762	4.70%	717,670	5.56%
TOTAL	5,278	100.00%	4,848	100.00%	1,303	100.00%	4,697	100.00%	16,226	100.00%	12,810,571	100.00%
b. FY 1992 Active Component Officer Corps												
White	67,349	82.83%	59,394	89.61%	15,687	90.83%	81,086	89.72%	223,516	87.57%	25,683,146	85.34%
Black	9,431	11.60%	2,860	4.32%	794	4.60%	5,184	5.74%	18,269	7.16%	1,831,389	6.09%
Hispanic	1,754	2.16%	1,745	2.63%	476	2.76%	1,832	2.03%	5,807	2.28%	979,972	3.26%
Other	2,778	3.42%	2,281	3.44%	313	1.81%	2,276	2.52%	7,648	3.00%	1,599,477	5.31%
TOTAL	81,312	100.00%	66,280	100.00%	16,170	100.00%	80,382	100.00%	255,240	100.00%	29,093,984	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

* Comparison group for active component officer corps includes college graduates in the civilian work force.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table B-28. FY 1992 Active Component Officer Accessions and Officer Corps by Education and Service

EDUCATION	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%		
a. FY 1992 Active Component Officer Accessions										
Less than 4-year college graduate	41	0.78%	91	1.88%	46	3.28%	107	2.28%	285	1.76%
4-year college graduate	3,518	66.65%	2,857	58.93%	1,048	74.70%	3,647	77.65%	11,011	68.22%
Greater than 4-year college graduate	458	8.68%	154	3.18%	41	2.92%	715	15.22%	1,368	8.43%
Unknown	1,261	23.89%	1,746	36.01%	268	19.10%	228	4.85%	3,503	21.59%
TOTAL	5,278	100.00%	4,848	100.00%	1,363	100.00%	5,497	100.00%	20,167	100.00%
b. FY 1992 Active Component Officer Corps										
Less than 4-year college graduate	688	0.85%	1,989	3.00%	831	4.81%	247	0.27%	3,755	1.47%
4-year college graduate	46,255	56.89%	38,004	57.34%	13,415	77.68%	43,073	47.66%	140,747	55.14%
Greater than 4-year college graduate	31,109	38.26%	19,601	29.57%	2,740	15.87%	46,492	51.44%	99,942	39.16%
Unknown	3,260	4.01%	6,686	10.09%	284	1.64%	566	0.63%	10,796	4.23%
TOTAL	81,312	100.00%	65,680	100.00%	17,270	100.00%	90,378	100.00%	337,652	100.00%

Columns may not add to totals due to rounding.

Columns may not add to totals due to rounding.

Table B-29. FY 1992 Active Component Officer Accessions by Occupational Area and Service

SERVICE	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	Non-Occupational**	
a. Number										
ARMY	0	2,517	249	389	92	1,344	206	316	165	5,278
NAVY	0	143	88	287	175	1,291	232	187	2,445	4,848
MARINE CORPS	0	45	0	0	57	0	0	21	1,279	1,402
AIR FORCE	1	535	224	664	411	1,315	377	286	884	4,697
TOTAL DoD	1	3,240	561	1,340	735	2,650	815	790	4,673	13,186
b. Percent										
ARMY	0.00%	47.69%	4.72%	7.37%	1.74%	25.46%	3.90%	5.99%	3.13%	100.00%
NAVY	0.00%	2.95%	1.82%	5.92%	3.61%	26.63%	4.79%	3.86%	50.43%	100.00%
MARINE CORPS	0.00%	3.21%	0.00%	0.00%	4.07%	0.00%	0.00%	1.50%	91.23%	100.00%
AIR FORCE	0.02%	11.39%	4.77%	14.14%	8.75%	28.00%	8.03%	6.09%	18.82%	100.00%
TOTAL DoD	0.01%	19.97%	5.46%	10.44%	5.31%	19.64%	6.04%	5.93%	35.31%	100.00%

* Calculations do not include one Marine Corps O-6 officer classified as general officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

* Calculations do not include one Marine Corps O-6 officer classified as general officer by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-30. FY 1992 Active Component Officer Corps by Occupational Area and Service

SERVICE	a. Number	OCCUPATIONAL AREA							TOTAL		
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration		Supply, Procurement, and Allied Occupational**	
ARMY	368		33,152	5,189	7,495	3,038	17,626	5,251	8,459	734	81,312
NAVY	251		27,101	2,086	6,011	2,494	12,057	3,620	4,387	8,273	66,280
MARINE CORPS	68		9,044	531	1,128	475	0	1,133	2,038	2,227	16,644
AIR FORCE	308		33,807	3,780	14,744	6,250	14,567	7,716	7,337	1,869	90,378
TOTAL (Est.)	995		103,104	11,586	29,378	12,257	32,243	17,720	22,221	10,005	268,693
b. Percent											
ARMY	0.45%		40.77%	6.38%	9.22%	3.74%	21.68%	6.46%	10.40%	0.90%	100.00%
NAVY	0.38%		40.89%	3.15%	9.07%	3.76%	18.19%	5.46%	6.62%	12.48%	100.00%
MARINE CORPS	0.41%		54.34%	3.19%	6.78%	2.85%	0.00%	6.81%	12.24%	13.38%	100.00%
AIR FORCE	0.34%		37.41%	4.18%	16.31%	6.92%	16.12%	8.54%	8.12%	2.07%	100.00%
TOTAL (Est.)	0.39%		40.48%	4.57%	11.14%	3.11%	12.16%	6.52%	8.25%	3.74%	100.00%

* Calculations do not include 626 Marine Corps O-6 officers classified as general officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table B-31. FY 1992 Active Component Officer Corps by Occupational Area, Service, and Gender

a. Number	GENDER	OCCUPATIONAL AREA									TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	Non-Occupational**	
	ARMY										
	Males	364	32,455	4,415	6,316	2,761	12,078	4,015	7,024	646	70,074
	Females	4	697	774	1,179	277	5,548	1,236	1,435	88	11,238
	Total	368	33,152	5,189	7,495	3,038	17,626	5,251	8,459	734	81,312
	NAVY										
	Males	248	26,661	1,820	5,718	2,184	8,279	1,202	4,093	7,925	58,130
	Females	3	440	266	293	310	3,778	2,418	294	348	8,150
	Total	251	27,101	2,086	6,011	2,494	12,057	3,620	4,387	8,273	66,280
	MARINE CORPS										
	Males	67	9,022	495	1,069	445	0	931	1,924	2,149	16,102
	Females	1	22	36	59	30	0	202	114	78	542
	Total	68	9,044	531	1,128	475	0	1,133	2,038	2,227	16,644
	AIR FORCE										
	Males	305	32,560	3,052	13,132	5,521	9,046	6,003	6,336	1,740	77,695
	Females	3	1,247	728	1,612	729	5,521	1,713	1,001	129	12,683
	Total	308	33,807	3,780	14,744	6,250	14,567	7,716	7,337	1,869	90,378
	TOTAL DoD										
	Males	984	100,698	9,782	26,235	10,911	29,403	12,151	19,377	12,460	222,001
	Females	11	2,406	1,804	3,143	1,346	14,847	5,569	2,844	643	32,613
	Total	995	103,104	11,586	29,378	12,257	44,250	17,720	22,221	13,103	254,614

* Calculations do not include 620 male and 6 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Row may not add to totals due to rounding.

* Calculations do not include 620 male and 6 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-31 (Continued). FY 1992 Active Component Officer Corps by Occupational Area, Service, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA								TOTAL	
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied Occupations**		
ARMY										
Males	0.52%	46.32%	6.30%	9.01%	3.94%	17.24%	5.73%	10.02%	0.92%	100.00%
Females	0.04%	6.20%	6.89%	10.49%	2.46%	49.37%	11.00%	12.77%	0.78%	100.00%
Total	0.45%	40.77%	6.38%	9.22%	3.74%	21.68%	6.46%	10.40%	0.90%	100.00%
NAVY										
Males	0.43%	45.86%	3.13%	9.84%	3.76%	14.24%	2.07%	7.04%	13.63%	100.00%
Females	0.04%	5.40%	3.26%	3.60%	3.80%	46.36%	29.67%	3.61%	4.27%	100.00%
Total	0.38%	40.89%	3.15%	9.07%	3.76%	18.19%	5.46%	6.62%	12.48%	100.00%
MARINE CORPS										
Males	0.42%	56.03%	3.07%	6.64%	2.76%	0.00%	5.78%	11.95%	13.35%	100.00%
Females	0.18%	4.06%	6.64%	10.89%	5.54%	0.00%	37.27%	21.03%	14.39%	100.00%
Total	0.41%	54.34%	3.19%	6.78%	2.85%	0.00%	6.81%	12.24%	13.38%	100.00%
AIR FORCE										
Males	0.39%	41.91%	3.93%	16.90%	7.11%	11.64%	7.73%	8.15%	2.24%	100.00%
Females	0.02%	9.83%	5.74%	12.71%	5.75%	43.53%	13.51%	7.89%	1.02%	100.00%
Total	0.34%	37.41%	4.18%	16.31%	6.92%	16.12%	8.54%	8.12%	2.07%	100.00%
TOTAL DoD										
Males	0.44%	45.36%	4.41%	11.82%	4.91%	13.24%	5.47%	8.73%	5.61%	100.00%
Females	0.03%	7.38%	5.53%	9.64%	4.13%	45.52%	17.08%	8.72%	1.97%	100.00%
Total	0.39%	40.49%	4.55%	11.54%	4.81%	17.38%	6.96%	8.73%	5.15%	100.00%
* Calculations do not include 620 male and 6 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.										
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.										
Rows may not add to totals due to rounding.										

* Calculations do not include 620 male and 6 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-32. FY 1992 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	General Officers*	Tactical Operations	Intelligence	OCCUPATIONAL AREA					Supply, Procurement, and Allied	Non- Occupational**	TOTAL
				Engineering and Maintenance	Scientists and Professionals	Health Care	Admini- stration				
ARMY											
White	334	28,653	4,424	5,718	2,685	14,599	3,966	6,323	647	67,349	
Black	25	3,021	458	1,295	231	1,739	970	1,642	50	9,431	
Hispanic	3	619	114	213	34	379	162	222	8	1,754	
Other	6	859	193	269	88	909	153	272	29	2,778	
NAVY											
White	244	25,205	1,909	5,485	2,197	10,255	3,089	3,832	7,178	59,394	
Black	3	809	74	268	154	546	349	288	369	2,860	
Hispanic	3	600	66	118	75	337	81	135	330	1,745	
Other	1	487	37	140	68	919	101	132	396	2,281	
MARINE CORPS											
White	67	8,416	494	1,017	430	0	975	1,728	1,952	15,079	
Black	1	259	11	67	28	0	111	203	102	782	
Hispanic	0	220	17	25	12	0	32	71	94	471	
Other	0	149	9	19	5	0	15	36	79	312	
AIR FORCE											
White	298	31,507	3,410	12,847	5,742	12,865	6,438	6,280	1,699	81,086	
Black	5	1,182	174	1,046	268	846	908	689	66	5,184	
Hispanic	3	558	80	366	106	316	206	180	17	1,832	
Other	2	560	116	485	134	540	164	188	87	2,276	
TOTAL DoD											
White	943	93,781	10,237	25,067	11,054	37,719	14,468	18,163	11,476	222,908	
Black	34	5,271	717	2,676	681	3,131	2,338	2,822	587	18,257	
Hispanic	9	1,997	277	722	227	1,032	481	608	449	5,802	
Other	9	2,055	355	913	295	2,368	433	628	591	7,647	

* Calculations do not include 608 white, 12 black, 5 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officer by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknown.

Row may not add to totals due to rounding

* Calculations do not include 608 white, 12 black, 5 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-32 (Continued). FY 1992 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	General Officers*	Tactical Operations	OCCUPATIONAL AREA					Supply, Procurement, and Allied	Non- Occupational**	TOTAL	
			Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admini- stration				
ARMY											
White	0.50%	42.54%	6.57%	8.49%	3.99%	21.68%	5.89%	9.39%	0.96%	100.00%	
Black	0.27%	32.03%	4.86%	13.73%	2.45%	18.44%	10.29%	17.41%	0.53%	100.00%	
Hispanic	0.17%	35.29%	6.50%	12.14%	1.94%	21.61%	9.24%	12.66%	0.46%	100.00%	
Other	0.22%	30.92%	6.95%	9.68%	3.17%	32.72%	5.51%	9.79%	1.04%	100.00%	
NAVY											
White	0.41%	42.44%	3.21%	9.23%	3.70%	17.27%	5.20%	6.45%	12.09%	100.00%	
Black	0.10%	28.29%	2.59%	9.37%	5.38%	19.09%	12.20%	10.07%	12.90%	100.00%	
Hispanic	0.17%	34.38%	3.78%	6.76%	4.30%	19.31%	4.64%	7.74%	18.91%	100.00%	
Other	0.04%	21.35%	1.62%	6.14%	2.98%	40.29%	4.43%	5.79%	17.36%	100.00%	
MARINE CORPS											
White	0.44%	55.81%	3.28%	6.74%	2.85%	0.00%	6.47%	11.46%	12.95%	100.00%	
Black	0.13%	33.12%	1.41%	8.57%	3.58%	0.00%	14.19%	25.96%	13.04%	100.00%	
Hispanic	0.00%	46.71%	3.61%	5.31%	2.55%	0.00%	6.79%	15.07%	19.96%	100.00%	
Other	0.00%	47.76%	2.88%	6.09%	1.60%	0.00%	4.81%	11.54%	25.32%	100.00%	
AIR FORCE											
White	0.37%	38.86%	4.21%	15.84%	7.08%	15.87%	7.94%	7.74%	2.10%	100.00%	
Black	0.10%	22.80%	3.36%	20.18%	5.17%	16.32%	17.52%	13.29%	1.27%	100.00%	
Hispanic	0.16%	30.46%	4.37%	19.98%	5.79%	17.25%	11.24%	9.83%	0.93%	100.00%	
Other	0.09%	24.60%	5.10%	21.31%	5.89%	23.73%	7.21%	8.26%	3.82%	100.00%	
TOTAL DoD											
White	0.42%	42.07%	4.59%	11.25%	4.96%	16.92%	6.49%	8.15%	5.15%	100.00%	
Black	0.19%	28.87%	3.93%	14.66%	3.73%	17.15%	12.81%	15.46%	3.22%	100.00%	
Hispanic	0.16%	34.42%	4.77%	12.44%	3.91%	17.79%	8.29%	10.48%	7.74%	100.00%	
Other	0.12%	26.87%	4.64%	11.94%	3.86%	30.97%	5.66%	8.21%	7.73%	100.00%	

* Calculations do not include 608 white, 12 black, 5 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-33. FY 1992 Active Component Officer Accessions by Source of Commission, Service, and Gender

a. Number	SOURCE OF COMMISSION								
	GENDER	Academy	ROTC		ROTC Non-Scholarship	OCS/OTS	Direct		TOTAL
			Scholarship	Scholarship			Appointment	Other	
ARMY									
	Males	904	1,086	1,345	215	428	4	305	4,287
	Females	47	262	186	36	293	1	166	991
	Total	951	1,348	1,531	251	721	5	471	5,278
NAVY									
	Males	784	988	175	575	1,232	170	0	3,924
	Females	92	99	14	83	405	231	0	924
	Total	876	1,087	189	658	1,637	401	0	4,848
MARINE CORPS									
	Males	147	265	0	836	0	119	0	1,367
	Females	3	10	0	16	0	7	0	36
	Total	150	275	0	852	0	126	0	1,403
AIR FORCE									
	Males	932	656	997	299	811	1	3	3,699
	Females	132	117	126	53	570	0	0	998
	Total	1,064	773	1,123	352	1,381	1	3	4,697
TOTAL DoD									
	Males	2,767	2,995	2,517	1,925	2,471	294	308	13,277
	Females	274	488	326	188	1,268	239	166	2,949
	Total	3,041	3,483	2,843	2,113	3,739	533	474	16,226

Table B-33 (Continued). FY 1992 Active Component Officer Accessions by Source of Commission, Service, and Gender

b. Percent	GENDER	SOURCE OF COMMISSION							TOTAL
		ROTC			Direct				
		Academy	Scholarship	ROTC Non-Scholarship	OCS/OTS	Appointment	Other	Unknown	
ARMY									
	Males	21.09%	25.33%	31.37%	5.02%	9.98%	0.09%	7.11%	100.00%
	Females	4.74%	26.44%	18.77%	3.63%	29.57%	0.10%	16.75%	100.00%
	Total	18.02%	25.54%	29.01%	4.76%	13.66%	0.09%	8.92%	100.00%
NAVY									
	Males	19.98%	25.18%	4.46%	14.65%	31.40%	4.33%	0.00%	100.00%
	Females	9.96%	10.71%	1.52%	8.98%	43.83%	25.00%	0.00%	100.00%
	Total	18.07%	22.42%	3.90%	13.57%	33.77%	8.27%	0.00%	100.00%
MARINE CORPS									
	Males	10.75%	19.39%	0.00%	61.16%	0.00%	8.71%	0.00%	100.00%
	Females	8.33%	27.78%	0.00%	44.44%	0.00%	19.44%	0.00%	100.00%
	Total	10.69%	19.60%	0.00%	60.73%	0.00%	8.98%	0.00%	100.00%
AIR FORCE									
	Males	25.20%	17.73%	26.95%	8.08%	21.92%	0.03%	0.08%	100.00%
	Females	13.23%	11.72%	12.63%	5.31%	57.11%	0.00%	0.00%	100.00%
	Total	22.65%	16.46%	23.91%	7.49%	29.40%	0.02%	0.06%	100.00%
TOTAL DoD									
	Males	20.84%	22.56%	18.96%	14.50%	18.61%	2.21%	2.32%	100.00%
	Females	9.29%	16.55%	11.05%	6.38%	43.00%	8.10%	5.63%	100.00%
	Total	18.74%	21.47%	17.52%	13.02%	23.04%	3.28%	2.92%	100.00%
Rows may not add to totals due to rounding.									

Appendix C - Maps

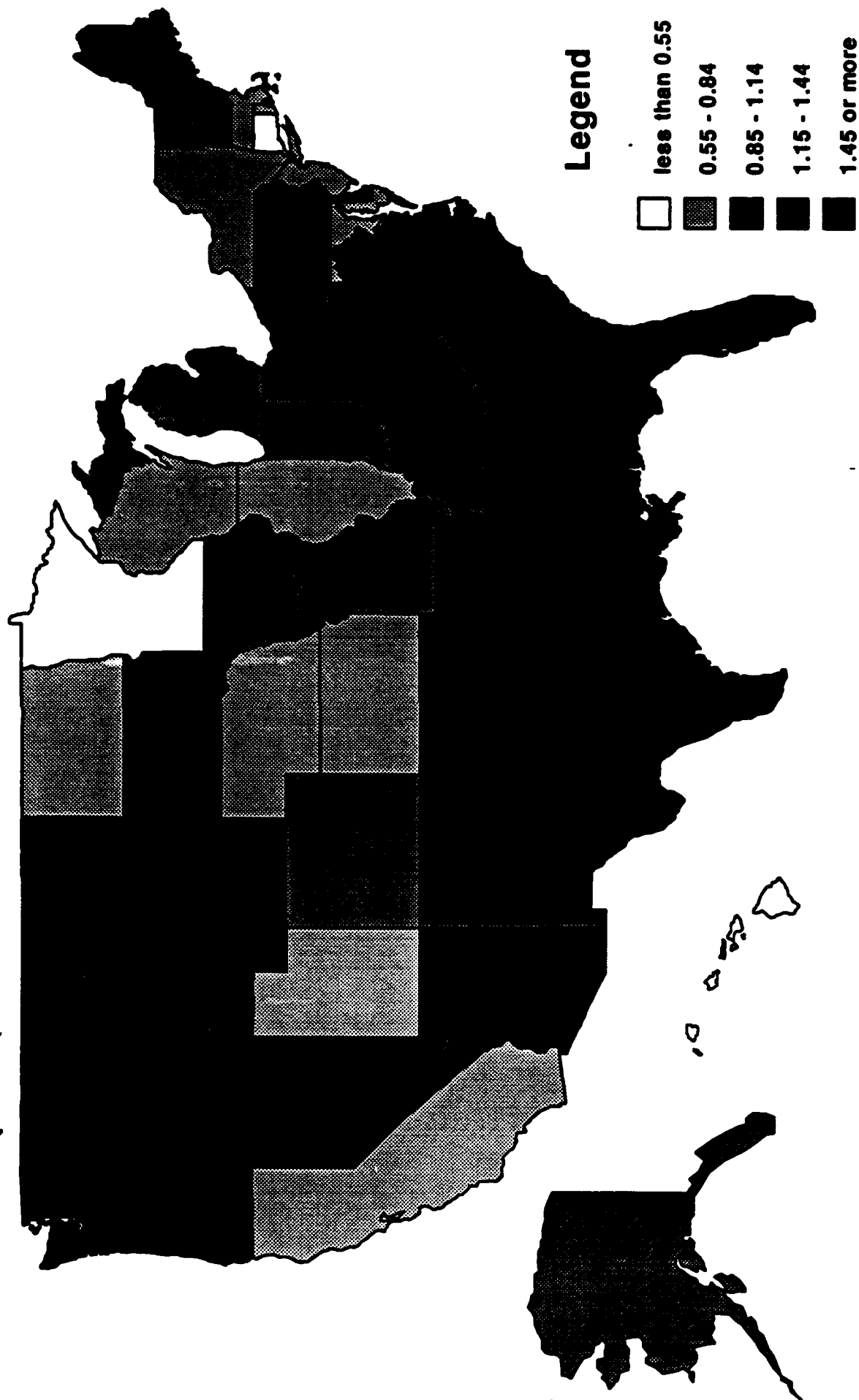


Figure C-1. Representation ratios for FY 1992 Army NPS accessions by state (% Army accessions/% civilians 18-24).

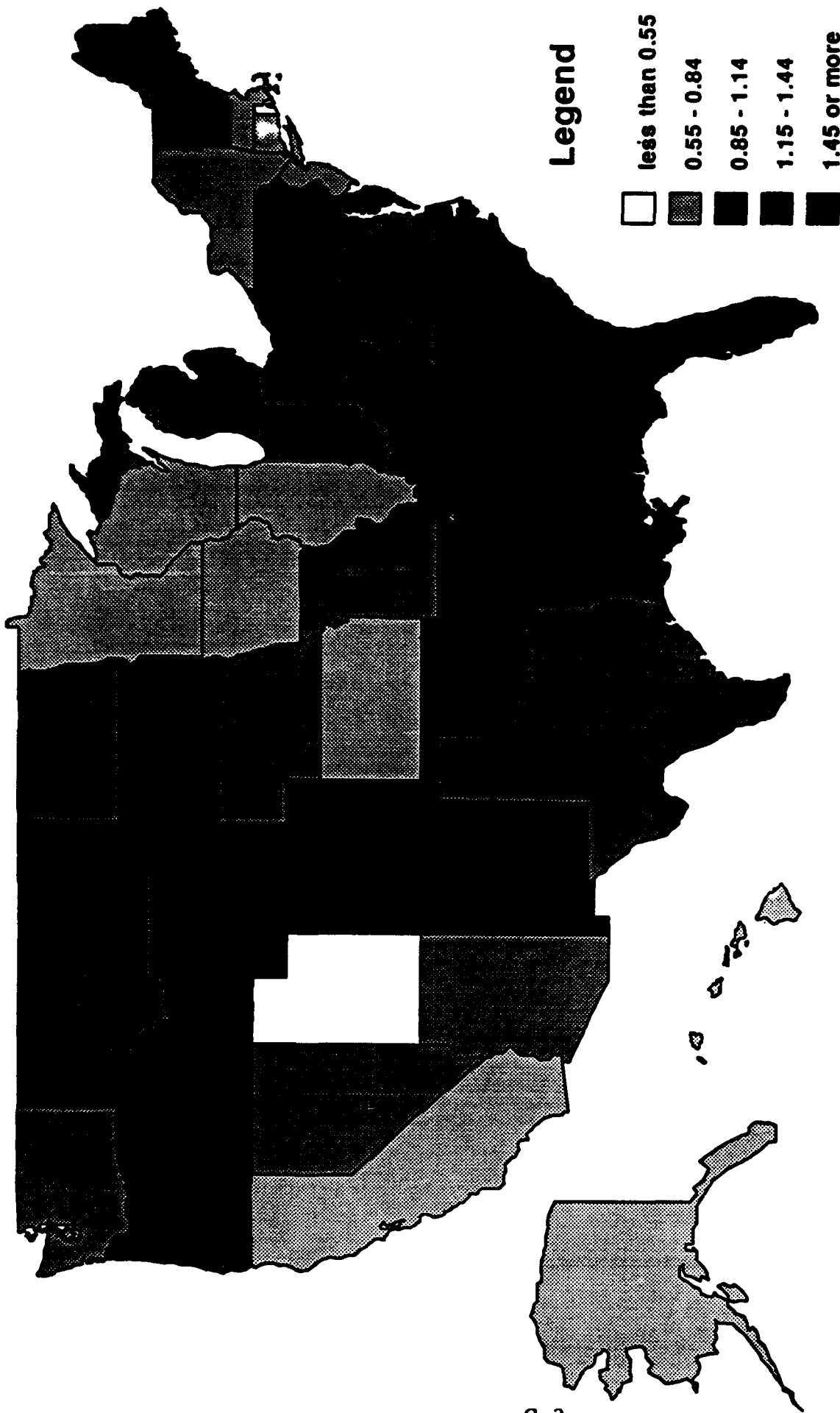


Figure C-2. Representation ratios for FY 1992 Navy NPS accessions by state (% Navy accessions/% civilians 18-24).

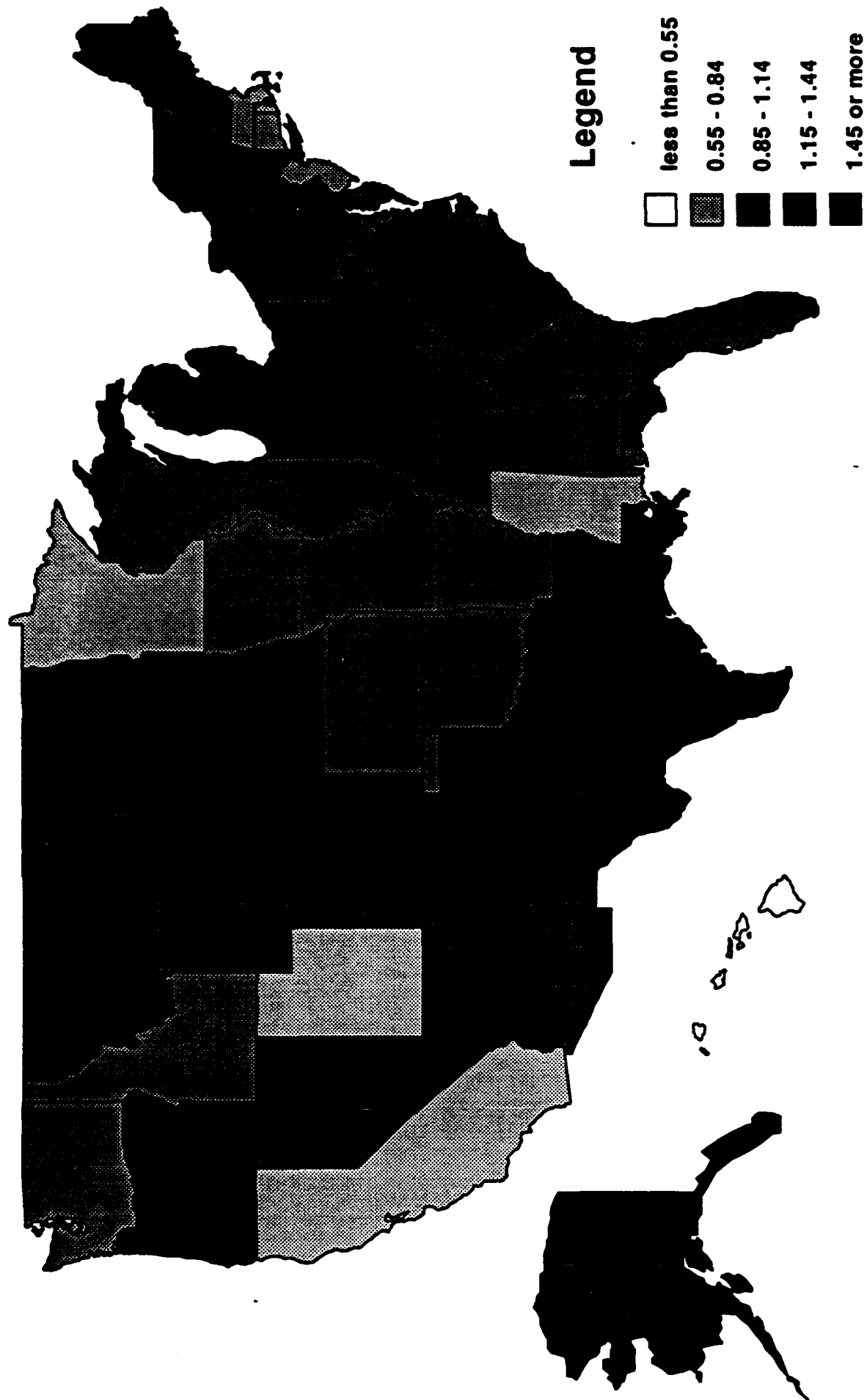


Figure C-3. Representation ratios for FY 1992 Marine Corps NPS accessions by state (% USMC accessions/% civilians 18-24).

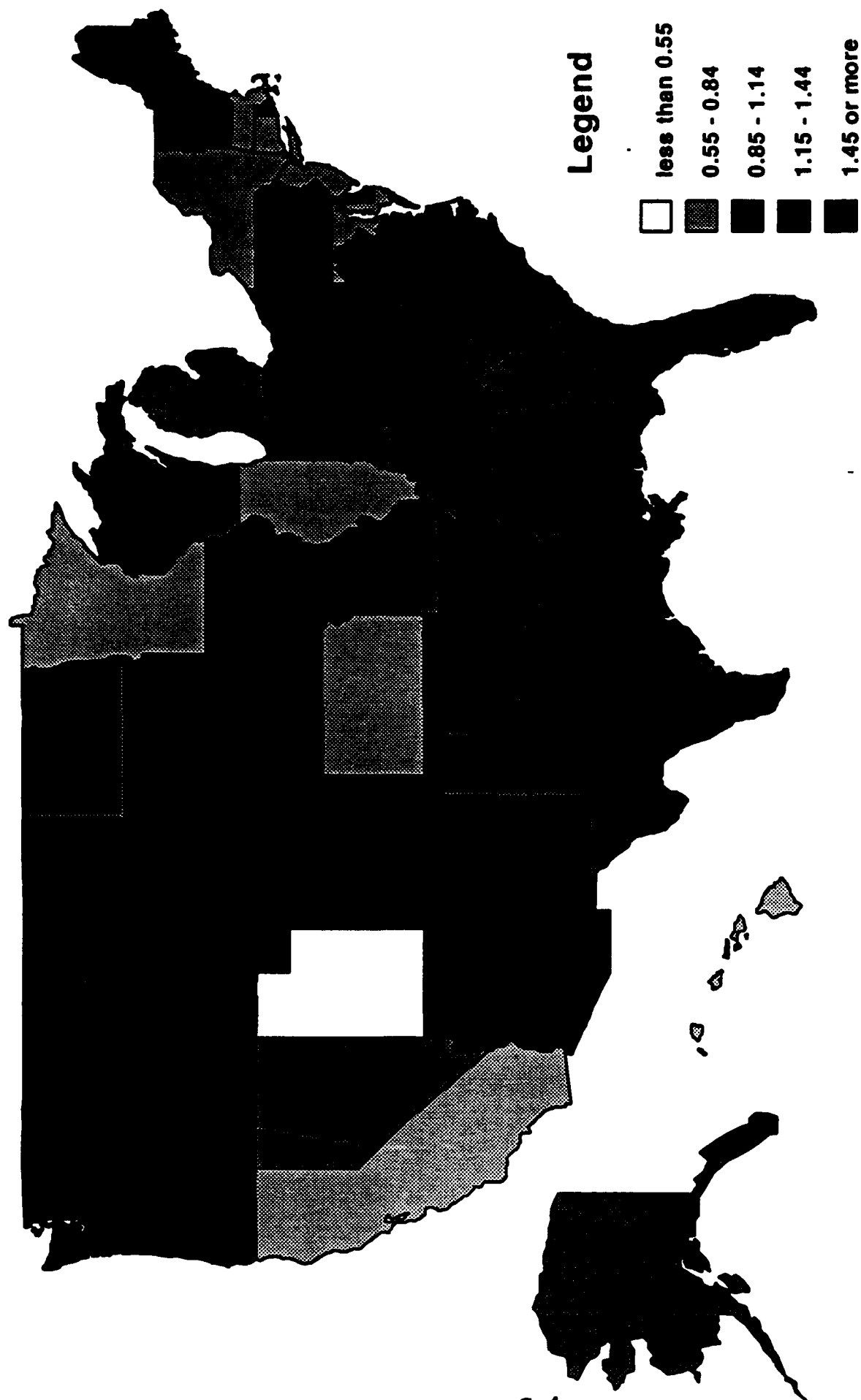


Figure C-4. Representation ratios for FY 1992 Air Force NPS accessions by state (% USAF accessions/% civilians 18-24).



Figure C-5. Representation ratios for FY 1992 male NPS accessions by state (% male accessions/% civilian males 18-24).

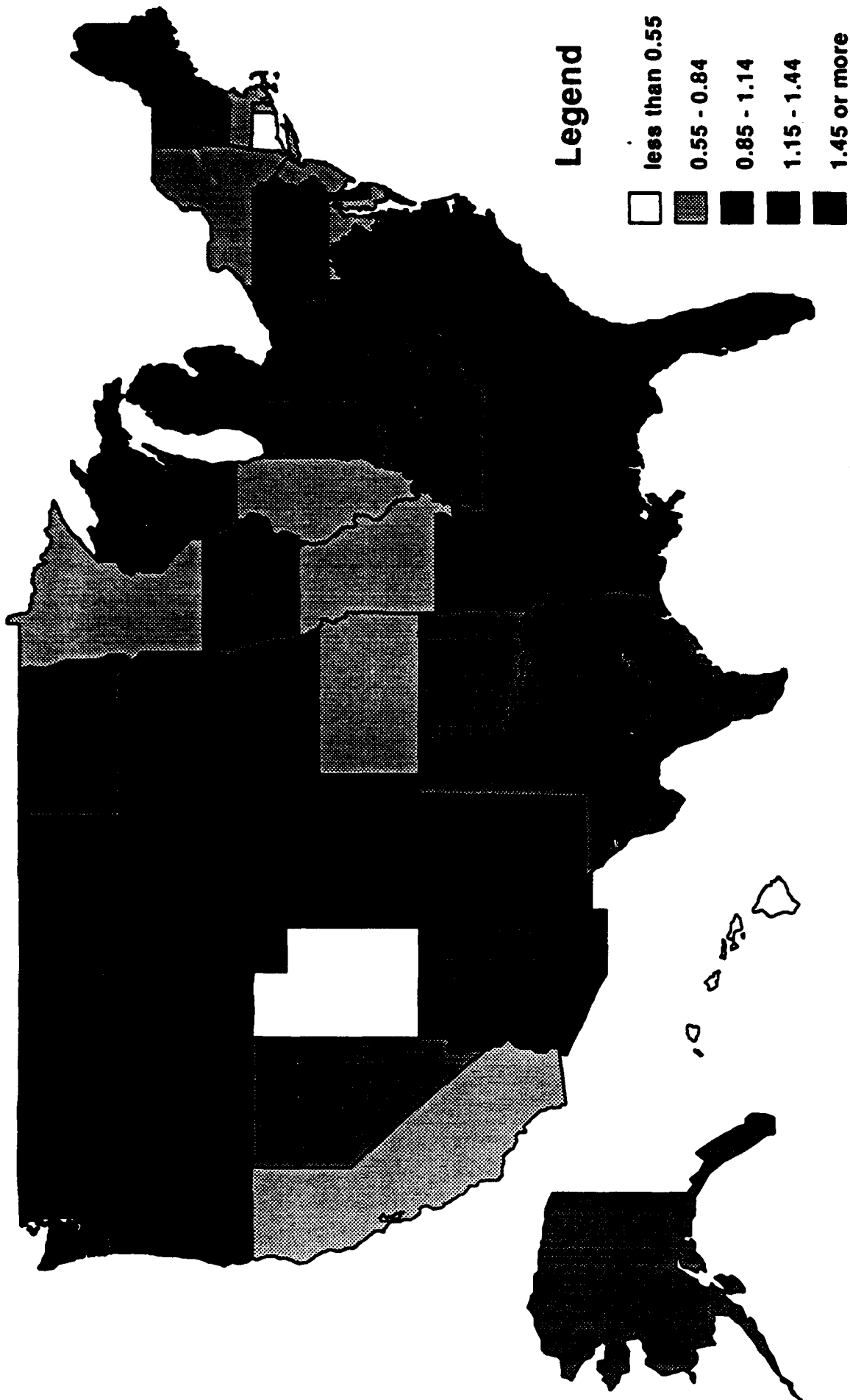


Figure C-6. Representation ratios for FY 1992 female NPS accessions by state (% female accessions/% civilian females 18-24).

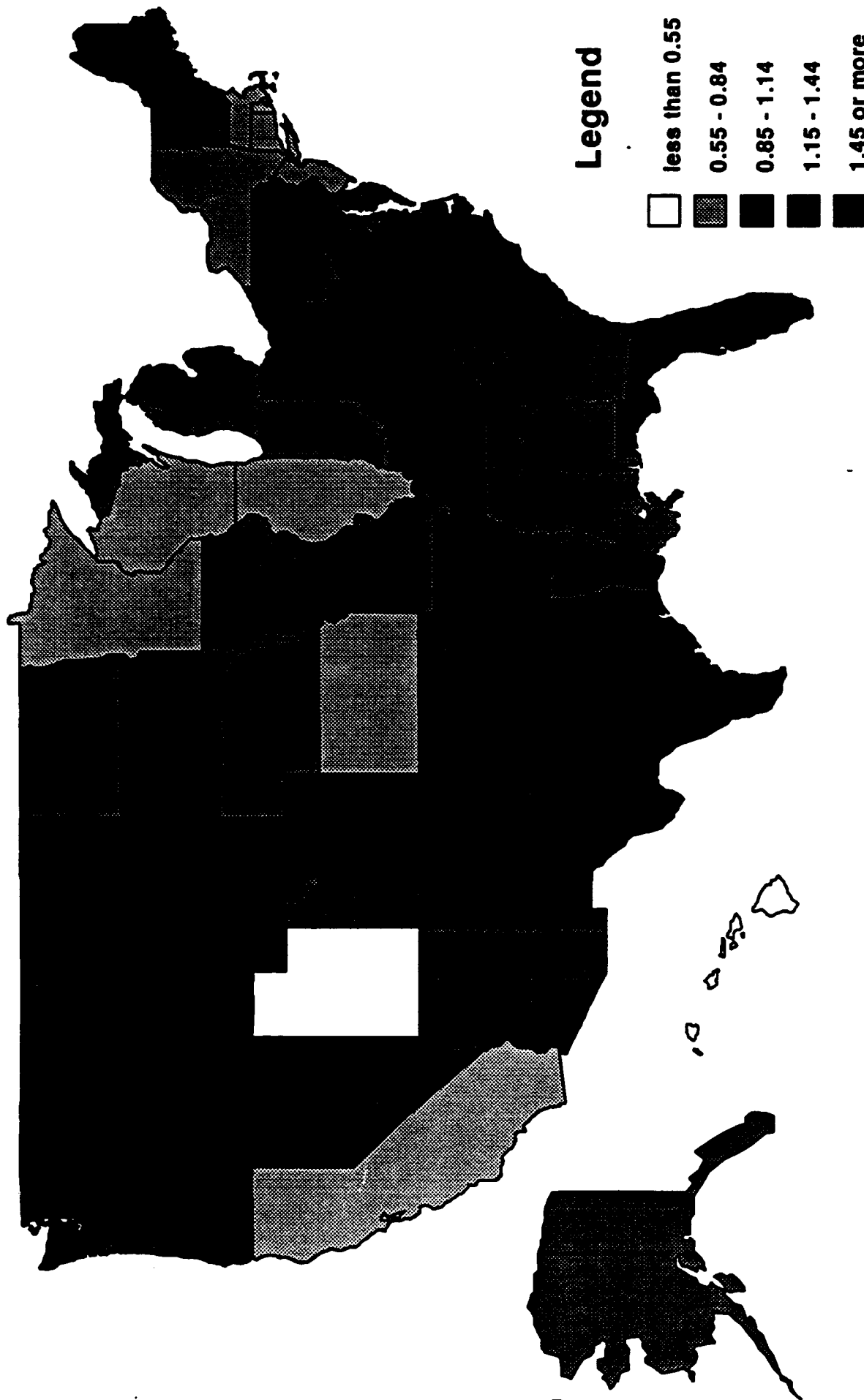


Figure C-7. Representation ratios for FY 1992 White NPS accessions by state (% White accessions/% civilian Whites 18-24).

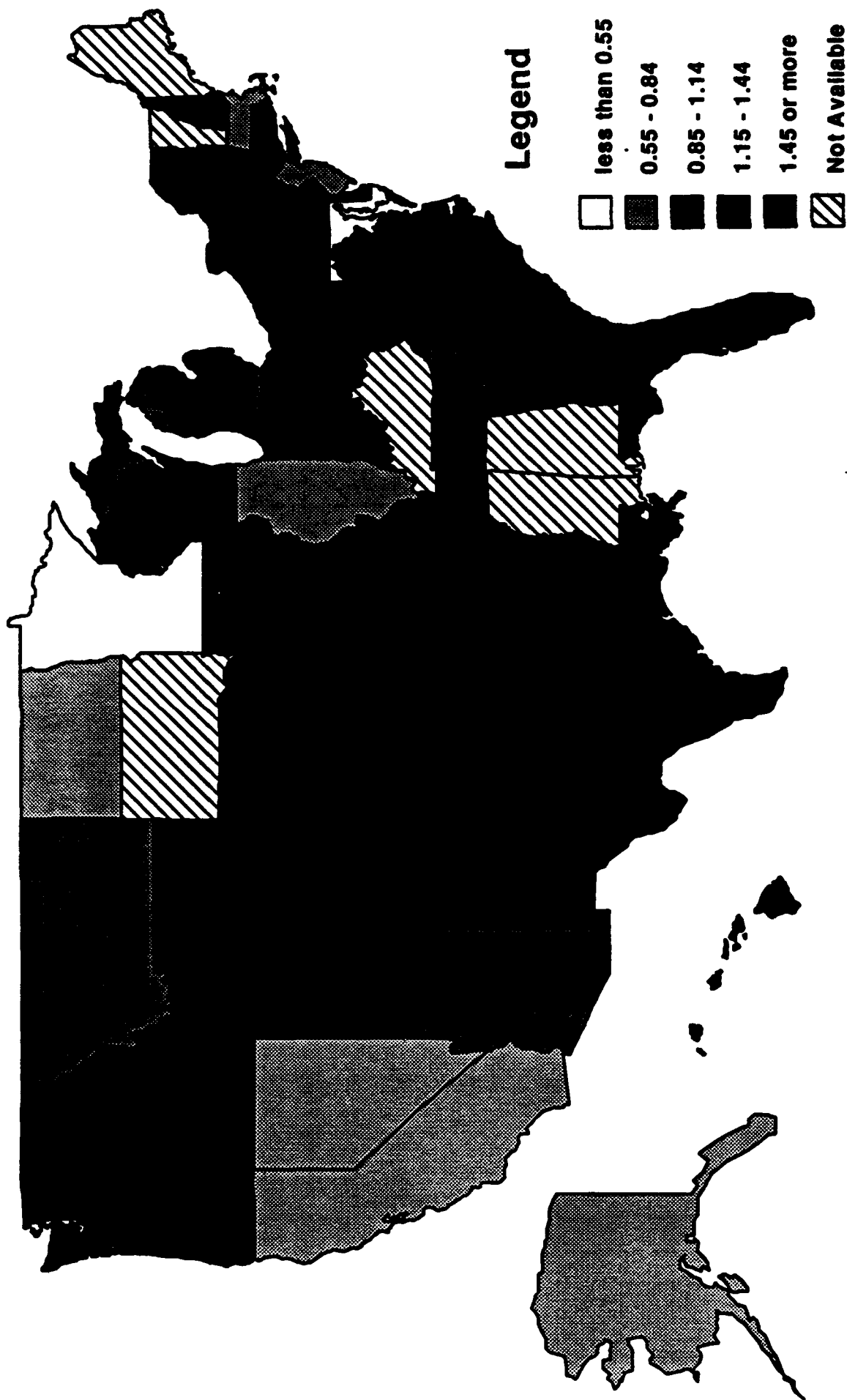


Figure C-9. Representation ratios for FY 1992 Hispanic NPS accessions by state (% Hispanic accessions/% civilian Hispanics 18-24).

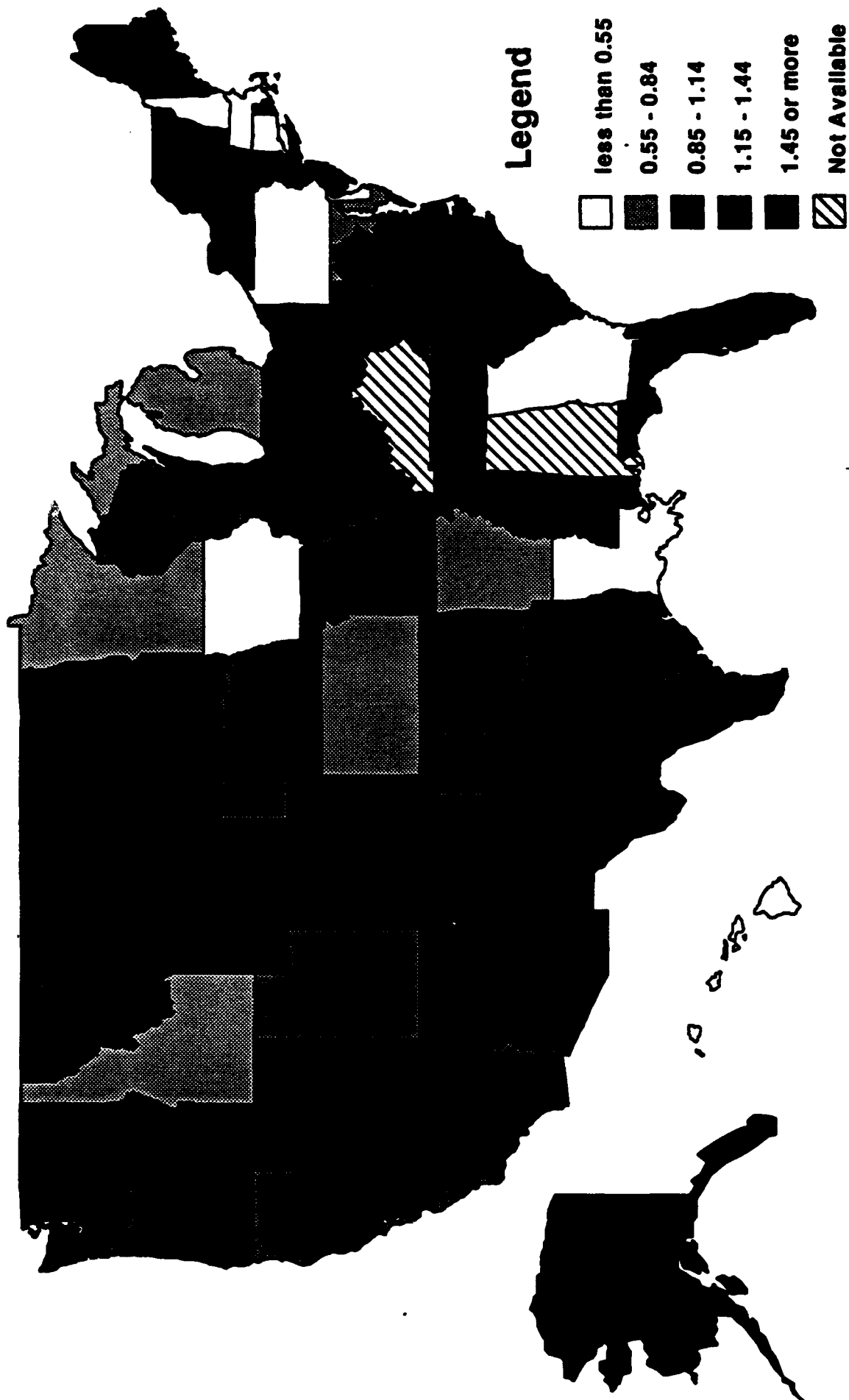


Figure C-10. Representation ratios for FY 1992 NPS accessions other than White, Black, or Hispanic by state (% "other" accessions/% civilian "others" 18-24).

**Appendix D - Tables: Selected Reserve Enlisted Accessions,
Enlisted Force, Officer Accessions, and Officer Corps**

Table D-1. FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparisons Group

a. Number

GENDER	AGE GROUP							TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+
ARMY NATIONAL GUARD								
Male	17,121	6,605	1,265	420	58	13	4	4
Female	2,557	980	279	120	12	1	0	1
Total	19,678	7,585	1,544	540	70	14	4	5
ARMY RESERVE								
Male	16,563	4,638	766	301	8	3	1	0
Female	5,741	1,777	366	165	7	1	0	0
Total	22,304	6,415	1,132	466	15	4	1	0
NAVAL RESERVE *								
Male	670	762	615	485	281	42	15	4
Female	70	129	261	182	85	3	0	0
Total	740	891	876	667	366	45	15	4
MARINE CORPS RESERVE **								
Male	3,347	1,475	145	8	0	1	0	0
Female	76	33	6	0	0	0	0	0
Total	3,423	1,508	151	8	0	1	0	0
AIR NATIONAL GUARD								
Male	1,492	1,123	256	104	9	0	0	1
Female	372	265	79	46	1	0	0	0
Total	1,864	1,388	335	150	10	0	0	1
AIR FORCE RESERVE								
Male	413	421	114	46	2	0	0	0
Female	133	156	40	22	3	0	0	0
Total	546	577	154	68	5	0	0	0
17-35 YR OLD CIVILIANS								
Male	4,998,877	8,679,227	9,603,172	10,960,590	2,130,700	0	0	0
Female	4,889,858	9,086,781	9,950,375	11,231,479	2,271,294	0	0	0
Total	9,888,735	17,766,008	19,553,547	22,192,069	4,401,994	0	0	0

*The USNR non-prior service data includes accessions with prior service in other Armed Forces.

** USMCR data from Reserve Affairs. Age is calculated using derived data. Therefore expect a 15-20 percent error rate.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-1 (Continued). FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP								TOTAL	
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
ARMY NATIONAL GUARD										
Male	67.06%	25.87%	4.95%	1.64%	0.23%	0.05%	0.02%	0.02%	0.16%	100.00%
Female	64.64%	24.77%	7.05%	3.03%	0.30%	0.03%	0.00%	0.03%	0.15%	100.00%
Total	66.73%	25.72%	5.24%	1.83%	0.24%	0.05%	0.01%	0.02%	0.16%	100.00%
ARMY RESERVE										
Male	74.33%	20.81%	3.44%	1.35%	0.04%	0.01%	0.00%	0.00%	0.02%	100.00%
Female	71.25%	22.06%	4.54%	2.05%	0.09%	0.01%	0.00%	0.00%	0.00%	100.00%
Total	73.51%	21.14%	3.73%	1.54%	0.05%	0.01%	0.00%	0.00%	0.01%	100.00%
NAVAL RESERVE *										
Male	17.54%	19.95%	16.10%	12.70%	7.36%	1.10%	0.39%	0.10%	24.76%	100.00%
Female	8.32%	15.34%	31.03%	21.64%	10.11%	0.36%	0.00%	0.00%	13.20%	100.00%
Total	15.88%	19.12%	18.79%	14.31%	7.85%	0.97%	0.32%	0.09%	22.68%	100.00%
MARINE CORPS RESERVE **										
Male	67.26%	29.64%	2.91%	0.16%	0.00%	0.02%	0.00%	0.00%	0.00%	100.00%
Female	66.09%	28.70%	5.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	67.24%	29.62%	2.97%	0.16%	0.00%	0.02%	0.00%	0.00%	0.00%	100.00%
AIR NATIONAL GUARD										
Male	49.98%	37.62%	8.58%	3.48%	0.30%	0.00%	0.00%	0.03%	0.00%	100.00%
Female	48.69%	34.69%	10.34%	6.02%	0.13%	0.00%	0.00%	0.00%	0.13%	100.00%
Total	49.72%	37.02%	8.94%	4.00%	0.27%	0.00%	0.00%	0.03%	0.03%	100.00%
AIR FORCE RESERVE										
Male	41.47%	42.27%	11.45%	4.62%	0.20%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	37.57%	44.07%	11.30%	6.21%	0.85%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	40.44%	42.74%	11.41%	5.04%	0.37%	0.00%	0.00%	0.00%	0.00%	100.00%
17-35 YR OLD CIVILIANS										
Male	63.34%	34.79%	5.23%	2.23%	0.39%	0.10%	0.09%	0.01%	0.01%	100.00%
Female	61.53%	33.71%	7.57%	3.30%	0.77%	0.04%	0.00%	0.01%	0.01%	100.00%
Total	65.02%	34.50%	6.51%	2.53%	0.63%	0.07%	0.03%	0.01%	0.01%	100.00%
17-35 YR OLD CIVILIANS										
Male	13.74%	23.86%	26.40%	30.13%	5.86%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	13.06%	24.28%	26.58%	30.01%	6.07%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	13.40%	24.07%	26.49%	30.07%	5.96%	0.00%	0.00%	0.00%	0.00%	100.00%

*The USNR non-prior service data includes accessions with prior service in other Armed Forces.

** USMCR data from Reserve Affairs. Age is calculated using derived data. Therefore expect a 15-20 percent error rate.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-2. FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD				17-35 YEARS OLD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Total	Males	Females	Total
17	49	15	64	15,371	3,820	19,191	15,420	3,835	19,255				62,871
18	179	39	218	14,540	3,198	17,738	14,719	3,237	17,956				116,074
19	274	70	344	9,193	1,807	11,000	9,467	1,877	11,344				222,129
20	291	111	402	5,555	1,085	6,640	5,846	1,196	7,042				400,538
21	366	107	473	3,487	733	4,220	3,853	840	4,693				642,214
22	370	98	468	2,154	463	2,617	2,524	561	3,085				855,617
23	334	130	464	1,376	332	1,708	1,710	462	2,172				1,087,332
24	246	88	334	845	193	1,038	1,091	281	1,372				1,361,455
25	270	79	349	605	143	748	875	222	1,097				1,653,655
26	288	95	383	438	155	593	726	250	976				1,756,297
27	258	83	341	371	127	498	629	210	839				2,116,275
28	244	83	327	267	129	396	511	212	723				2,504,645
29	221	49	270	199	88	287	420	137	557				2,597,311
30	211	47	258	174	71	245	385	118	503				2,814,119
31	164	55	219	145	57	202	309	112	421				2,834,103
32	148	40	188	82	48	130	230	88	318				3,090,742
33	114	46	160	82	44	126	196	90	286				3,322,360
34	149	62	211	95	65	160	244	127	371				3,104,444
35	107	29	136	42	29	71	149	58	207				3,148,893
36	74	19	93	38	17	55	112	36	148				0
37	23	6	29	14	3	17	37	9	46				0
38	26	1	27	8	1	9	34	2	36				0
39	20	2	22	6	1	7	26	3	29				0
40	14	1	15	3	1	4	17	2	19				0
41	15	0	15	3	0	3	18	0	18				0
42	6	0	6	4	0	4	10	0	10				0
43	7	0	7	2	1	3	9	1	10				0
44	4	0	4	1	2	3	5	2	7				0
45+	22	0	22	7	1	8	29	1	30				0
Unknown	265	52	317	727	66	793	992	118	1,110				0
TOTAL	1,760	1,407	6,166	51,534	12,330	63,864	60,573	14,867	75,440				

Source: Civilian data from Bureau of Labor Statistics Current File, September 1992.

Table D-2 (Continued). FY 1992 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										MARIED CIVILIANS	
	MARRIED					UNMARRIED					17-35 YEARS OLD	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	1.03%	1.07%	1.04%	27.53%	30.13%	28.01%	25.45%	27.22%	25.78%	25.45%	27.22%	25.78%
18	3.76%	2.77%	3.54%	26.04%	25.22%	25.89%	24.29%	22.98%	24.04%	24.29%	22.98%	24.04%
19	5.76%	4.98%	5.58%	16.46%	14.25%	16.06%	15.62%	13.32%	15.19%	15.62%	13.32%	15.19%
20	6.11%	7.89%	6.52%	9.95%	8.56%	9.69%	9.65%	8.49%	9.43%	9.65%	8.49%	9.43%
21	7.69%	7.60%	7.67%	6.25%	5.78%	6.16%	6.36%	5.96%	6.28%	6.36%	5.96%	6.28%
22	7.77%	6.97%	7.59%	3.86%	3.65%	3.82%	4.17%	3.98%	4.13%	4.17%	3.98%	4.13%
23	7.02%	9.24%	7.53%	2.46%	2.62%	2.49%	2.82%	3.28%	2.91%	2.82%	3.28%	2.91%
24	5.17%	6.25%	5.42%	1.51%	1.52%	1.52%	1.80%	1.99%	1.84%	1.80%	1.99%	1.84%
25	5.67%	5.61%	5.66%	1.08%	1.13%	1.09%	1.44%	1.58%	1.47%	1.44%	1.58%	1.47%
26	6.05%	6.75%	6.21%	0.78%	1.22%	0.87%	1.20%	1.77%	1.31%	1.20%	1.77%	1.31%
27	5.42%	5.90%	5.53%	0.66%	1.00%	0.73%	1.04%	1.49%	1.12%	1.04%	1.49%	1.12%
28	5.13%	5.90%	5.30%	0.48%	1.02%	0.58%	0.84%	1.50%	0.97%	0.84%	1.50%	0.97%
29	4.64%	3.48%	4.38%	0.36%	0.69%	0.42%	0.69%	0.97%	0.75%	0.69%	0.97%	0.75%
30	4.43%	3.34%	4.18%	0.31%	0.56%	0.36%	0.64%	0.84%	0.67%	0.64%	0.84%	0.67%
31	3.45%	3.91%	3.55%	0.26%	0.45%	0.29%	0.51%	0.80%	0.56%	0.51%	0.80%	0.56%
32	3.11%	2.84%	3.05%	0.15%	0.38%	0.19%	0.38%	0.62%	0.43%	0.38%	0.62%	0.43%
33	2.40%	3.27%	2.59%	0.15%	0.35%	0.18%	0.32%	0.64%	0.38%	0.32%	0.64%	0.38%
34	3.13%	4.41%	3.42%	0.17%	0.51%	0.23%	0.40%	0.90%	0.50%	0.40%	0.90%	0.50%
35	2.25%	2.06%	2.21%	0.08%	0.23%	0.10%	0.25%	0.41%	0.28%	0.25%	0.41%	0.28%
36	1.55%	1.35%	1.51%	0.07%	0.13%	0.08%	0.18%	0.26%	0.20%	0.18%	0.26%	0.20%
37	0.48%	0.43%	0.47%	0.03%	0.02%	0.02%	0.06%	0.06%	0.06%	0.06%	0.06%	0.06%
38	0.55%	0.07%	0.44%	0.01%	0.01%	0.01%	0.06%	0.01%	0.05%	0.06%	0.01%	0.05%
39	0.42%	0.14%	0.36%	0.01%	0.01%	0.01%	0.04%	0.02%	0.04%	0.04%	0.02%	0.04%
40	0.29%	0.07%	0.24%	0.01%	0.01%	0.01%	0.03%	0.01%	0.03%	0.03%	0.01%	0.03%
41	0.32%	0.00%	0.24%	0.01%	0.00%	0.00%	0.03%	0.00%	0.02%	0.03%	0.00%	0.02%
42	0.13%	0.00%	0.10%	0.01%	0.00%	0.01%	0.02%	0.00%	0.01%	0.02%	0.00%	0.01%
43	0.15%	0.00%	0.11%	0.00%	0.01%	0.00%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%
44	0.08%	0.00%	0.06%	0.00%	0.02%	0.00%	0.01%	0.01%	0.01%	0.01%	0.01%	0.01%
45+	0.46%	0.00%	0.36%	0.01%	0.01%	0.01%	0.05%	0.01%	0.04%	0.05%	0.01%	0.04%
Unknown	5.57%	3.70%	5.14%	1.30%	0.52%	1.16%	1.64%	0.84%	1.49%	1.64%	0.84%	1.49%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1992.

Table D-3. FY 1992 NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison

GENDER	RACE/ETHNICITY										TOTAL	
	WHITE		BLACK		HISPANIC		OTHER					
	#	%	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD												
Male	19,821	77.63%	3,539	13.86%	1,522	5.96%	650	2.55%	25,532	100.00%		
Female	2,626	66.38%	957	24.19%	224	5.66%	149	3.77%	3,956	100.00%		
Total	22,447	76.12%	4,496	15.25%	1,746	5.92%	799	2.71%	29,488	100.00%		
ARMY RESERVE												
Male	15,953	71.59%	3,945	17.70%	1,469	6.59%	917	4.12%	22,284	100.00%		
Female	4,660	57.84%	2,550	31.65%	522	6.48%	325	4.03%	8,057	100.00%		
Total	20,613	67.94%	6,495	21.41%	1,991	6.56%	1,242	4.09%	30,341	100.00%		
NAVAL RESERVE												
Male	2,949	77.20%	426	11.15%	291	7.62%	154	4.03%	3,820	100.00%		
Female	586	69.68%	138	16.41%	78	9.27%	39	4.64%	841	100.00%		
Total	3,535	75.84%	564	12.10%	369	7.92%	193	4.14%	4,661	100.00%		
MARINE CORPS RESERVE												
Male	3,666	73.67%	488	9.81%	491	9.87%	331	6.65%	4,976	100.00%		
Female	71	61.74%	18	15.65%	18	15.65%	8	6.96%	115	100.00%		
Total	3,737	73.40%	506	9.94%	509	10.00%	339	6.66%	5,091	100.00%		
AIR NATIONAL GUARD												
Male	2,510	84.09%	238	7.97%	135	4.52%	102	3.42%	2,985	100.00%		
Female	627	82.07%	88	11.52%	20	2.62%	29	3.80%	764	100.00%		
Total	3,137	83.68%	326	8.70%	155	4.13%	131	3.49%	3,749	100.00%		
AIR FORCE RESERVE												
Male	735	73.80%	187	18.78%	34	3.41%	40	4.02%	996	100.00%		
Female	263	74.29%	70	19.77%	6	1.69%	15	4.24%	354	100.00%		
Total	998	73.93%	257	19.04%	40	2.96%	55	4.07%	1,350	100.00%		
DOD												
Male	45,634	75.31%	8,823	14.56%	3,942	6.51%	2,194	3.62%	60,593	100.00%		
Female	8,833	62.70%	3,821	27.12%	868	6.16%	565	4.01%	14,067	100.00%		
Total	54,467	72.93%	12,644	16.93%	4,810	6.44%	2,759	3.69%	74,660	100.00%		
17-35 YR OLD CIVILIANS												
Male	8,440,591	70.54%	1,651,810	13.80%	1,417,519	11.85%	456,575	3.82%	11,966,495	100.00%		
Female	8,667,780	70.23%	1,833,999	14.86%	1,364,122	11.05%	476,882	3.86%	12,342,783	100.00%		
Total	17,108,371	70.38%	3,485,809	14.34%	2,781,641	11.44%	933,457	3.84%	24,309,278	100.00%		

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1992.

Table D-4. FY 1992 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component

ETHNICITY	COMPONENT												TOTAL DoD	
	ARNG		USAR		USNR		USMCR		ANG		USAFR		#	%
MEXICAN	362	1.23%	628	2.07%	107	2.30%	327	6.42%	43	1.15%	8	0.59%	1,475	1.98%
PUERTO RICAN	756	2.56%	619	2.04%	123	2.64%	37	0.73%	77	2.05%	11	0.81%	1,623	2.17%
CUBAN	12	0.04%	29	0.10%	7	0.15%	5	0.10%	0	0.00%	0	0.00%	53	0.07%
LATIN AMER.	77	0.26%	205	0.68%	20	0.43%	30	0.59%	2	0.05%	2	0.15%	336	0.45%
OTHER HISP.	539	1.83%	510	1.68%	112	2.40%	110	2.16%	33	0.88%	19	1.41%	1,323	1.77%
ALEUTIAN	4	0.01%	1	0.00%	0	0.00%	1	0.02%	1	0.03%	0	0.00%	7	0.01%
ESKIMO	105	0.36%	2	0.01%	1	0.02%	1	0.02%	1	0.03%	0	0.00%	110	0.15%
N. AMER. INDIAN	136	0.46%	83	0.27%	34	0.73%	16	0.31%	18	0.48%	4	0.30%	291	0.39%
CHINESE	15	0.05%	108	0.36%	6	0.13%	19	0.37%	2	0.05%	3	0.22%	153	0.20%
JAPANESE	17	0.06%	34	0.11%	7	0.15%	5	0.10%	9	0.24%	1	0.07%	73	0.10%
KOREAN	26	0.09%	124	0.41%	7	0.15%	20	0.39%	5	0.13%	2	0.15%	184	0.25%
INDIAN	10	0.03%	45	0.15%	2	0.04%	4	0.08%	0	0.00%	0	0.00%	61	0.08%
FILIPINO	93	0.32%	255	0.84%	67	1.44%	69	1.36%	18	0.48%	11	0.81%	513	0.69%
VIETNAMESE	28	0.09%	78	0.26%	10	0.21%	17	0.33%	5	0.13%	2	0.15%	140	0.19%
OTHER ASIAN	47	0.16%	139	0.46%	9	0.19%	20	0.39%	11	0.29%	5	0.37%	231	0.31%
MELANESIAN	1	0.00%	1	0.00%	0	0.00%	1	0.02%	0	0.00%	0	0.00%	3	0.00%
MICRONESIAN	5	0.02%	28	0.09%	0	0.00%	2	0.04%	0	0.00%	1	0.07%	36	0.05%
POLYNESIAN	15	0.05%	50	0.16%	4	0.09%	6	0.12%	8	0.21%	3	0.22%	86	0.12%
GUAMANTIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OTHER PACIFIC	42	0.14%	32	0.11%	2	0.04%	6	0.12%	6	0.16%	1	0.07%	89	0.12%
OTHER/NONE *	27,198	92.23%	9,146	30.14%	102	2.19%	192	3.77%	167	4.45%	36	2.67%	36,841	49.33%
UNKNOWN	0	0.00%	18,224	60.06%	4,041	86.70%	4,203	82.56%	3,343	89.17%	1,241	91.93%	31,052	41.58%
TOTALS	29,484	100.00%	30,341	100.00%	4,661	100.00%	5,091	100.00%	1,749	100.00%	1,150	100.00%	74,480	100.00%

* "Other/None" includes whites and blacks who claim no other ethnic category.
Columns may not add to totals due to rounding.

Table D-5. FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	V	
ARMY NATIONAL GUARD							
Male	1,007	7,615	5,710	9,864	780	0	25,532
Female	89	1,111	926	1,721	37	0	3,956
Total	1,096	8,726	6,636	11,585	817	0	29,488
ARMY RESERVE							
Male	1,519	9,392	6,171	5,083	117	0	22,284
Female	249	2,842	2,704	2,229	33	0	8,057
Total	1,768	12,234	8,875	7,312	150	0	30,341
NAVAL RESERVE							
Male	45	314	201	299	29	0	3,820
Female	2	30	29	40	4	0	841
Total	47	344	230	339	33	0	4,661
MARINE CORPS RESERVE							
Male	375	2,382	1,263	846	1	0	4,976
Female	12	60	34	8	0	0	115
Total	387	2,442	1,297	854	1	0	5,091
AIR NATIONAL GUARD							
Male	215	1,469	681	571	0	0	2,985
Female	36	335	212	175	0	0	764
Total	251	1,804	893	746	0	0	3,749
AIR FORCE RESERVE							
Male	67	499	233	187	0	0	996
Female	19	153	85	94	0	0	354
Total	86	652	318	281	0	0	1,350
1980, 18-23 YR OLD CIVILIANS							
Male	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0
Female	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table D-5 (Continued). FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY					
	I	II	III A	III B	IV	V Other/Unit.
ARMY NATIONAL GUARD						
Male	3.94%	29.83%	22.36%	38.63%	3.05%	0.00%
Female	2.25%	28.08%	23.41%	43.50%	0.94%	0.00%
Total	3.72%	29.59%	22.50%	39.29%	2.77%	0.00%
ARMY RESERVE						
Male	6.82%	42.15%	27.69%	22.81%	0.53%	0.01%
Female	3.09%	35.27%	33.56%	27.67%	0.41%	0.00%
Total	5.83%	40.32%	29.25%	24.10%	0.49%	0.01%
NAVAL RESERVE						
Male	1.18%	8.22%	5.26%	7.83%	0.76%	0.00%
Female	0.24%	3.57%	3.45%	4.76%	0.48%	0.00%
Total	1.01%	7.38%	4.93%	7.27%	0.71%	0.00%
MARINE CORPS RESERVE						
Male	7.54%	47.87%	25.38%	17.00%	0.02%	0.00%
Female	10.43%	52.17%	29.57%	6.96%	0.00%	0.00%
Total	7.60%	47.97%	25.48%	16.77%	0.02%	0.00%
AIR NATIONAL GUARD						
Male	7.20%	49.21%	22.81%	19.13%	0.00%	0.00%
Female	4.71%	43.85%	27.75%	22.91%	0.00%	0.00%
Total	6.70%	48.12%	23.82%	19.90%	0.00%	0.00%
AIR FORCE RESERVE						
Male	6.73%	50.10%	23.39%	18.78%	0.00%	0.00%
Female	5.37%	43.22%	24.01%	26.55%	0.00%	0.00%
Total	6.37%	48.30%	23.56%	20.81%	0.00%	0.00%
1980, 18-23 YR OLD CIVILIANS						
Male	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%
Female	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table D-6. FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

a. Number	RACE/ETHNICITY	AFQT CATEGORY							TOTAL
		I	II	III A	III B	IV	V	Other/Unk.	
ARMY NATIONAL GUARD									
	White	1,024	7,759	5,319	7,634	368	0	343	22,447
	Black	24	555	870	2,775	185	0	87	4,496
	Hispanic	17	229	291	895	224	0	90	1,746
	Other	31	183	156	281	40	0	108	799
ARMY RESERVE									
	White	1,585	9,485	5,740	3,742	59	0	2	20,613
	Black	60	1,645	2,146	2,587	57	0	0	6,495
	Hispanic	39	599	626	709	18	0	0	1,991
	Other	84	505	363	274	16	0	0	1,242
NAVAL RESERVE									
	White	42	296	173	165	17	0	2,842	3,535
	Black	1	18	33	112	13	0	387	564
	Hispanic	2	18	19	47	2	0	281	369
	Other	2	12	5	15	1	0	158	193
MARINE CORPS RESERVE									
	White	344	1,911	866	522	1	0	93	3,737
	Black	3	156	186	153	0	0	8	506
	Hispanic	10	209	161	122	0	0	7	509
	Other	30	166	84	57	0	0	2	339
AIR NATIONAL GUARD									
	White	235	1,600	707	545	0	0	50	3,137
	Black	6	102	99	116	0	0	3	326
	Hispanic	1	46	50	56	0	0	2	155
	Other	9	56	37	29	0	0	0	131
AIR FORCE RESERVE									
	White	80	520	220	166	0	0	12	998
	Black	3	96	72	86	0	0	0	257
	Hispanic	0	11	14	15	0	0	0	40
	Other	3	25	12	14	0	0	1	55
DOD									
	White	1,340	8,157	5,129	3,716	63	0	5	17,410
	Black	77	2,281	2,948	3,621	22	0	8	8,957
	Hispanic	50	1,115	1,263	1,646	24	0	7	4,095
	Other	135	781	657	879	17	0	1	3,469

Table D-6 (Continued). FY 1992 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

b. Percent	RACE/ETHNICITY	AFQT CATEGORY						TOTAL
		I	II	III A	III B	IV	V	Other/Unk.
	ARMY NATIONAL GUARD							
	White	4.56%	34.57%	23.70%	34.01%	1.64%	0.00%	1.53%
	Black	0.53%	12.34%	19.35%	61.72%	4.11%	0.00%	1.94%
	Hispanic	0.97%	13.12%	16.67%	51.26%	12.83%	0.00%	5.15%
	Other	3.88%	22.90%	19.52%	35.17%	5.01%	0.00%	13.52%
	ARMY RESERVE							
	White	7.69%	46.01%	27.85%	18.15%	0.29%	0.00%	0.01%
	Black	0.92%	25.33%	33.04%	39.83%	0.88%	0.00%	0.00%
	Hispanic	1.96%	30.09%	31.44%	35.61%	0.90%	0.00%	0.00%
	Other	6.76%	40.66%	29.23%	22.06%	1.29%	0.00%	0.00%
	NAVAL RESERVE							
	White	1.19%	8.37%	4.89%	4.67%	0.48%	0.00%	80.40%
	Black	0.18%	3.19%	5.85%	19.86%	2.30%	0.00%	68.62%
	Hispanic	0.54%	4.88%	5.15%	12.74%	0.54%	0.00%	76.15%
	Other	1.04%	6.22%	2.59%	7.77%	0.52%	0.00%	81.87%
	MARINE CORPS RESERVE							
	White	9.21%	51.14%	23.17%	13.97%	0.03%	0.00%	2.49%
	Black	0.59%	30.83%	36.76%	30.24%	0.00%	0.00%	1.58%
	Hispanic	1.96%	41.06%	31.63%	23.97%	0.00%	0.00%	1.38%
	Other	8.85%	48.97%	24.78%	16.81%	0.00%	0.00%	0.59%
	AIR NATIONAL GUARD							
	White	7.49%	51.00%	22.54%	17.37%	0.00%	0.00%	1.59%
	Black	1.84%	31.29%	30.37%	35.58%	0.00%	0.00%	0.92%
	Hispanic	0.65%	29.68%	32.26%	36.13%	0.00%	0.00%	1.29%
	Other	6.87%	42.75%	28.24%	22.14%	0.00%	0.00%	0.00%
	AIR FORCE RESERVE							
	White	8.02%	52.10%	22.04%	16.63%	0.00%	0.00%	1.20%
	Black	1.17%	37.35%	28.02%	33.46%	0.00%	0.00%	0.00%
	Hispanic	0.00%	27.50%	35.00%	37.50%	0.00%	0.00%	0.00%
	Other	5.45%	45.45%	21.82%	25.45%	0.00%	0.00%	1.82%
	DOD							
	White	1.04%	59.76%	25.07%	13.93%	0.00%	0.00%	0.00%
	Black	0.77%	30.11%	25.04%	44.08%	0.00%	0.00%	0.00%
	Hispanic	1.50%	31.14%	21.14%	46.21%	0.00%	0.00%	0.00%
	Other	1.74%	31.14%	21.14%	46.21%	0.00%	0.00%	0.00%

Rows may not add to totals due to rounding.

Table D-7. FY 1992 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER								
	TIER 1*			TIER 2			TIER 3		
	#	%		#	%		#	%	TOTAL # %
ARMY NATIONAL GUARD									
Male	20,450	80.10%		4,000	15.67%		1,082	4.24%	25,532 100.00%
Female	3,413	86.27%		441	11.15%		102	2.58%	3,956 100.00%
Total	23,863	80.92%		4,441	15.06%		1,184	4.02%	29,488 100.00%
ARMY RESERVE									
Male	21,737	97.55%		258	1.16%		289	1.30%	22,284 100.00%
Female	8,033	99.70%		9	0.11%		15	0.19%	8,057 100.00%
Total	29,770	98.12%		267	0.88%		304	1.00%	30,341 100.00%
NAVAL RESERVE									
Male	3,614	94.61%		175	4.58%		31	0.81%	3,820 100.00%
Female	788	93.70%		47	5.59%		6	0.71%	841 100.00%
Total	4,402	94.44%		222	4.76%		37	0.79%	4,661 100.00%
MARINE CORPS RESERVE									
Male	4,920	98.87%		54	1.09%		2	0.04%	4,976 100.00%
Female	112	97.39%		3	2.61%		0	0.00%	115 100.00%
Total	5,032	98.84%		57	1.12%		2	0.04%	5,091 100.00%
AIR NATIONAL GUARD									
Male	2,745	91.96%		200	6.70%		40	1.34%	2,985 100.00%
Female	724	94.76%		34	4.45%		6	0.79%	764 100.00%
Total	3,469	92.53%		234	6.24%		46	1.23%	3,749 100.00%
AIR FORCE RESERVE									
Male	943	94.68%		41	4.12%		12	1.20%	996 100.00%
Female	342	96.61%		11	3.11%		1	0.28%	354 100.00%
Total	1,285	95.19%		52	3.85%		13	0.96%	1,350 100.00%
DOD									
Male	54,409	89.75%		4,728	7.80%		1,456	2.40%	60,593 100.00%
Female	13,412	95.21%		545	3.87%		130	0.92%	14,087 100.00%
Total	67,821	90.82%		5,273	7.06%		1,586	2.12%	74,680 100.00%
18-24 YR OLD CIVILIANS									
Male	9,723,645	81.26%		**	**		2,242,851	18.74%	11,966,496 100.00%
Female	10,394,980	84.22%		**	**		1,947,804	15.78%	12,342,784 100.00%
Total	20,118,625	82.76%		**	**		4,190,655	17.24%	24,309,280 100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 11,719; USAR, 14,255; USNR, 190; USMCR, 61; ANG, 448; USAFR, 2.

** Civilian numbers and percentages combine Tier1 and Tier2

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Survey File, September 1992.

Table D-8. FY 1992 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER							
	TIER 1*		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	17,992	80.15%	3,516	15.66%	939	4.18%	22,447	100.00%
Black	3,776	83.99%	576	12.81%	144	3.20%	4,496	100.00%
Hispanic	1,432	82.02%	260	14.89%	54	3.09%	1,746	100.00%
Other	663	82.98%	89	11.14%	47	5.88%	799	100.00%
ARMY RESERVE								
White	20,168	97.84%	206	1.00%	239	1.16%	20,613	100.00%
Black	6,433	99.05%	30	0.46%	32	0.49%	6,495	100.00%
Hispanic	1,965	98.69%	12	0.60%	14	0.70%	1,991	100.00%
Other	1,204	96.94%	19	1.53%	19	1.53%	1,242	100.00%
NAVAL RESERVE								
White	3,325	94.06%	179	5.06%	31	0.88%	3,535	100.00%
Black	544	96.45%	18	3.19%	2	0.35%	564	100.00%
Hispanic	349	94.58%	17	4.61%	3	0.81%	369	100.00%
Other	184	95.34%	8	4.15%	1	0.52%	193	100.00%
MARINE CORPS RESERVE								
White	3,706	99.17%	29	0.78%	2	0.05%	3,737	100.00%
Black	504	99.60%	2	0.40%	0	0.00%	506	100.00%
Hispanic	490	96.27%	19	3.73%	0	0.00%	509	100.00%
Other	332	97.94%	7	2.06%	0	0.00%	339	100.00%
AIR NATIONAL GUARD								
White	2,899	92.41%	198	6.31%	40	1.28%	3,137	100.00%
Black	304	93.25%	20	6.13%	2	0.61%	326	100.00%
Hispanic	144	92.90%	9	5.81%	2	1.29%	155	100.00%
Other	122	93.13%	7	5.34%	2	1.53%	131	100.00%
AIR FORCE RESERVE								
White	944	94.59%	42	4.21%	12	1.20%	998	100.00%
Black	251	97.67%	6	2.33%	0	0.00%	257	100.00%
Hispanic	37	92.50%	2	5.00%	1	2.50%	40	100.00%
Other	53	96.36%	2	3.64%	0	0.00%	55	100.00%
TOTAL								
White	49,034	90.05%	4,170	7.56%	1,263	2.37%	54,467	100.00%
Black	11,812	93.43%	632	5.16%	180	1.47%	12,624	100.00%
Hispanic	4,417	91.81%	318	6.63%	74	1.64%	4,809	100.00%
Other	2,538	92.71%	132	4.71%	69	2.50%	2,739	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 11,719;

USAR, 14,255; USNR, 190; USMCR, 61; ANG, 448; USAFR, 2.

Rows may not add to totals due to rounding.

Table D-9. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	1,048	16,866	10,846	4,921	2,347	1,461	586	301	96	38,472
Female	157	1,291	968	472	211	67	24	11	6	3,207
Total	1,205	18,157	11,814	5,393	2,558	1,528	610	312	102	41,679
ARMY RESERVE										
Male	375	13,170	9,171	3,904	1,700	873	463	335	366	30,357
Female	174	2,650	1,873	991	406	155	37	21	84	6,391
Total	549	15,820	11,044	4,895	2,106	1,028	500	356	450	36,748
NAVAL RESERVE										
Male	746	7,641	4,663	2,133	1,039	556	256	139	546	17,719
Female	72	828	852	508	201	70	35	15	79	2,660
Total	818	8,469	5,515	2,641	1,240	626	291	154	625	20,379
MARINE CORPS RESERVE										
Male	20	787	616	162	62	43	27	9	1	1,727
Female	1	80	69	34	8	3	1	0	0	196
Total	21	867	685	196	70	46	28	9	1	1,923
AIR NATIONAL GUARD										
Male	53	2,119	2,428	1,301	534	326	162	49	1	6,973
Female	17	376	431	229	102	35	6	3	0	1,199
Total	70	2,495	2,859	1,530	636	361	168	52	1	8,172
AIR FORCE RESERVE										
Male	19	1,845	2,298	1,223	421	255	129	62	2	6,254
Female	12	466	525	321	110	34	10	1	1	1,480
Total	31	2,311	2,823	1,544	531	289	139	63	3	7,734
DOD										
Male	2,261	12,403	10,025	11,544	6,103	3,514	1,623	893	1	43,367
Female	431	3,691	2,718	2,355	1,258	564	113	51	1	10,172
Total	2,694	16,094	12,743	13,899	7,361	4,078	1,736	944	2	53,539
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER										
Male	2,887,067	7,246,399	8,989,596	10,371,434	9,768,682	8,462,981	7,005,258	13,976,263	0	68,707,680
Female	2,560,410	6,400,277	7,362,466	8,308,121	7,926,482	7,470,735	6,006,100	11,153,154	0	57,187,745
Total	5,447,477	13,646,676	16,352,062	18,679,555	17,695,164	15,933,716	13,011,358	25,129,417	0	125,895,425

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, File, September 1997.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-9 (Continued). FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP							TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+ Unknown
ARMY NATIONAL GUARD								
Male	2.72%	43.84%	28.19%	12.79%	6.10%	3.80%	1.52%	0.25%
Female	4.90%	40.26%	30.18%	14.72%	6.58%	2.09%	0.75%	0.19%
Total	2.89%	43.56%	28.35%	12.94%	6.14%	3.67%	1.46%	0.24%
ARMY RESERVE								
Male	1.24%	43.38%	30.21%	12.86%	5.60%	2.88%	1.53%	1.21%
Female	2.72%	41.46%	29.31%	15.51%	6.35%	2.43%	0.58%	1.31%
Total	1.49%	43.05%	30.05%	13.32%	5.73%	2.80%	1.36%	1.22%
NAVAL RESERVE								
Male	4.21%	43.12%	26.32%	12.04%	5.86%	3.14%	1.44%	3.08%
Female	2.71%	31.13%	32.03%	19.10%	7.56%	2.63%	1.32%	2.97%
Total	4.01%	41.56%	27.06%	12.96%	6.08%	3.07%	1.43%	3.07%
MARINE CORPS RESERVE								
Male	1.16%	45.57%	35.67%	9.38%	3.59%	2.49%	1.56%	0.06%
Female	0.51%	40.82%	35.20%	17.35%	4.08%	1.53%	0.51%	0.00%
Total	1.09%	45.09%	35.62%	10.19%	3.64%	2.39%	1.46%	0.05%
AIR NATIONAL GUARD								
Male	0.76%	30.39%	34.82%	18.66%	7.66%	4.68%	2.32%	0.01%
Female	1.42%	31.36%	35.95%	19.10%	8.51%	2.92%	0.50%	0.00%
Total	0.86%	30.53%	34.99%	18.72%	7.78%	4.42%	2.06%	0.01%
AIR FORCE RESERVE								
Male	0.30%	29.50%	36.74%	19.56%	6.73%	4.08%	2.06%	0.03%
Female	0.81%	31.49%	35.47%	21.69%	7.43%	2.30%	0.68%	0.07%
Total	0.40%	29.88%	36.50%	19.96%	6.87%	3.74%	1.80%	0.04%
DOD								
Male	2.23%	41.80%	28.25%	13.44%	6.01%	3.49%	1.67%	0.85%
Female	2.46%	37.61%	31.17%	16.81%	6.86%	2.31%	0.75%	0.31%
Total	2.31%	41.26%	29.70%	13.30%	6.13%	3.32%	1.49%	0.31%
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER								
Male	4.20%	10.55%	13.08%	15.10%	14.22%	12.32%	10.20%	0.00%
Female	4.48%	11.19%	12.87%	14.53%	13.86%	13.06%	10.50%	0.00%
Total	4.33%	10.84%	12.99%	14.84%	14.06%	12.66%	10.34%	0.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-10. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										MARRIED CIVILIANS IN LABOR FORCE	
	MARRIED			UNMARRIED				TOTAL DoD				
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	6	0	6	216	36	252	222	36	258	222	36	258
18	21	6	27	717	118	835	738	124	862	738	124	862
19	84	32	116	1,217	241	1,458	1,301	273	1,574	1,301	273	1,574
20	310	89	399	2,832	434	3,266	3,142	523	3,665	3,142	523	3,665
21	1,210	236	1,446	6,736	739	7,475	7,946	975	8,921	7,946	975	8,921
22	2,517	484	3,001	8,905	910	9,815	11,422	1,394	12,816	11,422	1,394	12,816
23	3,169	552	3,721	7,569	896	8,465	10,738	1,448	12,186	10,738	1,448	12,186
24	3,434	573	4,007	5,746	778	6,524	9,180	1,351	10,531	9,180	1,351	10,531
25	3,433	573	4,006	4,514	608	5,122	7,947	1,181	9,128	7,947	1,181	9,128
26	3,478	459	3,937	3,311	555	3,866	6,789	1,014	7,803	6,789	1,014	7,803
27	3,244	453	3,697	2,570	489	3,059	5,814	942	6,756	5,814	942	6,756
28	3,052	413	3,465	2,080	411	2,491	5,132	824	5,956	5,132	824	5,956
29	2,730	403	3,133	1,610	354	1,964	4,340	757	5,097	4,340	757	5,097
30	2,364	341	2,705	1,298	349	1,647	3,662	690	4,352	3,662	690	4,352
31	2,124	333	2,457	1,101	282	1,383	3,225	615	3,840	3,225	615	3,840
32	1,864	294	2,158	819	223	1,042	2,683	517	3,200	2,683	517	3,200
33	1,535	220	1,755	653	185	838	2,188	405	2,593	2,188	405	2,593
34	1,322	188	1,510	564	140	704	1,886	328	2,214	1,886	328	2,214
35	1,192	150	1,342	480	146	626	1,672	296	1,968	1,672	296	1,968
36	982	144	1,126	387	92	479	1,369	236	1,605	1,369	236	1,605
37	889	94	983	314	95	409	1,203	189	1,392	1,203	189	1,392
38	705	96	801	277	77	354	982	173	1,155	982	173	1,155
39	665	94	759	212	50	262	877	144	1,021	877	144	1,021
40	565	54	619	202	41	243	767	95	862	767	95	862
41	562	46	608	175	40	215	737	86	823	737	86	823
42	505	39	544	163	37	200	668	76	744	668	76	744
43	538	21	559	177	27	204	715	48	763	715	48	763
44	495	29	524	132	30	162	627	59	686	627	59	686
45+	2,019	69	2,088	499	95	594	2,518	164	2,682	2,518	164	2,682
Unknown	267	45	312	745	125	870	1,012	170	1,182	1,012	170	1,182
TOTAL	45,281	8,830	54,111	44,751	7,601	52,352	100,407	15,133	115,540	100,407	15,133	115,540

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-10 (Continued). FY 1992 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY							MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD	IN LABOR FORCE		
	Males	Females	Total	Males	Females	Total		Males	Females	
17	0.01%	0.00%	0.01%	0.38%	0.42%	0.39%	0.22%	0.22%	0.24%	0.04%
18	0.05%	0.09%	0.05%	1.28%	1.37%	1.29%	0.73%	0.74%	0.82%	0.09%
19	0.19%	0.49%	0.22%	2.16%	2.80%	2.25%	1.28%	1.35%	1.80%	0.17%
20	0.68%	1.36%	0.77%	5.04%	5.04%	5.04%	3.10%	3.14%	3.46%	0.35%
21	2.67%	3.61%	2.79%	11.98%	8.59%	11.53%	7.83%	7.65%	6.44%	0.58%
22	5.56%	7.41%	5.79%	15.84%	10.58%	15.14%	11.25%	10.99%	9.21%	0.79%
23	7.00%	8.45%	7.18%	13.46%	10.41%	13.06%	10.58%	10.45%	9.57%	1.07%
24	7.58%	8.77%	7.73%	10.22%	9.04%	10.06%	9.04%	9.03%	8.93%	1.42%
25	7.58%	8.77%	7.73%	8.03%	7.07%	7.90%	7.83%	7.83%	7.80%	1.72%
26	7.68%	7.03%	7.60%	5.89%	6.45%	5.96%	6.69%	6.69%	6.70%	1.84%
27	7.16%	6.94%	7.14%	4.57%	5.68%	4.72%	5.73%	5.79%	6.22%	2.15%
28	6.74%	6.32%	6.69%	3.70%	4.78%	3.84%	5.06%	5.11%	5.45%	2.58%
29	6.03%	6.17%	6.05%	2.86%	4.11%	3.03%	4.28%	4.37%	5.00%	2.73%
30	5.22%	5.22%	5.22%	2.31%	4.06%	2.54%	3.61%	3.73%	4.56%	2.95%
31	4.69%	5.10%	4.74%	1.96%	3.28%	2.13%	3.18%	3.29%	4.06%	2.96%
32	4.12%	4.50%	4.17%	1.46%	2.59%	1.61%	2.64%	2.74%	3.42%	3.32%
33	3.39%	3.37%	3.39%	1.16%	2.15%	1.29%	2.16%	2.22%	2.68%	3.47%
34	2.92%	2.88%	2.91%	1.00%	1.63%	1.09%	1.86%	1.90%	2.17%	3.38%
35	2.63%	2.30%	2.59%	0.85%	1.70%	0.97%	1.65%	1.69%	1.96%	3.35%
36	2.17%	2.21%	2.17%	0.69%	1.07%	0.74%	1.35%	1.38%	1.56%	3.32%
37	1.96%	1.44%	1.90%	0.56%	1.10%	0.63%	1.19%	1.19%	1.25%	3.24%
38	1.56%	1.47%	1.55%	0.49%	0.90%	0.55%	0.97%	0.99%	1.14%	3.31%
39	1.47%	1.44%	1.46%	0.38%	0.58%	0.40%	0.86%	0.88%	0.95%	3.39%
40	1.25%	0.83%	1.19%	0.36%	0.48%	0.37%	0.76%	0.74%	0.63%	3.32%
41	1.24%	0.70%	1.17%	0.31%	0.46%	0.33%	0.73%	0.71%	0.57%	2.94%
42	1.12%	0.60%	1.05%	0.29%	0.43%	0.31%	0.66%	0.64%	0.50%	3.04%
43	1.19%	0.32%	1.08%	0.31%	0.31%	0.31%	0.70%	0.65%	0.32%	2.86%
44	1.09%	0.44%	1.01%	0.23%	0.35%	0.25%	0.62%	0.59%	0.39%	2.96%
45+	4.46%	1.06%	4.03%	0.89%	1.10%	0.92%	2.48%	2.30%	1.08%	36.64%
Unknown	0.59%	0.69%	0.60%	1.33%	1.45%	1.34%	1.00%	1.01%	1.12%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-11. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY										TOTAL	
	WHITE		BLACK		HISPANIC		OTHER					
	#	%	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD												
Male	28,618	74.39%	6,569	17.07%	2,048	5.32%	1,237	3.22%	38,472	100.00%		
Female	1,987	61.96%	996	31.06%	110	3.43%	114	3.55%	3,207	100.00%		
Total	30,605	73.43%	7,565	18.15%	2,158	5.18%	1,351	3.24%	41,679	100.00%		
ARMY RESERVE												
Male	19,093	62.89%	8,175	26.93%	1,398	4.61%	1,691	5.57%	30,357	100.00%		
Female	3,071	48.05%	2,806	43.91%	198	3.10%	316	4.94%	6,391	100.00%		
Total	22,164	60.31%	10,981	29.88%	1,596	4.34%	2,007	5.46%	36,748	100.00%		
NAVAL RESERVE												
Male	13,252	74.79%	2,415	13.63%	1,072	6.05%	980	5.53%	17,719	100.00%		
Female	1,870	70.30%	514	19.32%	150	5.64%	126	4.74%	2,660	100.00%		
Total	15,122	74.20%	2,929	14.37%	1,222	6.00%	1,106	5.43%	20,379	100.00%		
MARINE CORPS RESERVE												
Male	1,251	72.44%	264	15.29%	145	8.40%	67	3.88%	1,727	100.00%		
Female	144	73.47%	37	18.88%	12	6.12%	3	1.53%	196	100.00%		
Total	1,395	72.54%	301	15.65%	157	8.16%	70	3.64%	1,923	100.00%		
AIR NATIONAL GUARD												
Male	5,767	82.70%	625	8.96%	360	5.16%	221	3.17%	6,973	100.00%		
Female	924	77.06%	197	16.43%	38	3.17%	40	3.34%	1,199	100.00%		
Total	6,691	81.88%	822	10.06%	398	4.87%	261	3.19%	8,172	100.00%		
AIR FORCE RESERVE												
Male	4,919	78.65%	869	13.90%	275	4.40%	191	3.05%	6,254	100.00%		
Female	1,051	71.01%	318	21.49%	61	4.12%	50	3.38%	1,480	100.00%		
Total	5,970	77.19%	1,187	15.35%	336	4.34%	241	3.12%	7,734	100.00%		
DOD												
Male	72,900	71.82%	18,917	18.64%	5,298	5.22%	4,387	4.32%	101,502	100.00%		
Female	9,047	59.78%	4,868	32.17%	569	3.76%	649	4.29%	15,133	100.00%		
Total	81,947	70.26%	23,785	20.39%	5,867	5.03%	5,036	4.32%	116,635	100.00%		
18-44YR OLD CIVILIAN LABOR FORCE												
Male	35,655,909	75.93%	4,906,020	10.45%	4,819,666	10.26%	1,579,598	3.36%	46,961,193	100.00%		
Female	29,956,070	76.02%	5,018,720	12.74%	3,051,774	7.74%	1,379,162	3.50%	39,405,726	100.00%		
Total	65,611,979	75.97%	9,924,740	11.49%	7,871,440	9.11%	2,958,760	3.43%	86,366,919	100.00%		

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-12. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Ethnicity and Component

ETHNICITY	COMPONENT												TOTAL DoD	
	ARNG		USAR		USNR		USMCR		ANG		USAFR			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	697	1.67%	498	1.36%	430	2.11%	97	5.04%	148	1.81%	202	2.61%	2,072	1.78%
PUERTO RICAN	694	1.67%	634	1.73%	225	1.10%	28	1.46%	160	1.96%	58	0.75%	1,799	1.54%
CUBAN	29	0.07%	20	0.05%	26	0.13%	3	0.16%	5	0.06%	6	0.08%	89	0.08%
LATIN AMER.	94	0.23%	81	0.22%	41	0.20%	10	0.52%	4	0.05%	5	0.06%	235	0.20%
OTHER HISP.	644	1.55%	363	0.99%	500	2.45%	19	0.99%	81	0.99%	65	0.84%	1,672	1.43%
ALEUTIAN	1	0.00%	1	0.00%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	3	0.00%
ESKIMO	38	0.09%	1	0.00%	2	0.01%	0	0.00%	2	0.02%	1	0.01%	44	0.04%
N. AMER. INDIAN	156	0.37%	132	0.36%	111	0.54%	9	0.47%	38	0.47%	39	0.50%	485	0.42%
CHINESE	27	0.06%	20	0.05%	22	0.11%	3	0.16%	5	0.06%	12	0.16%	89	0.08%
JAPANESE	35	0.08%	27	0.07%	15	0.07%	1	0.05%	26	0.32%	7	0.09%	111	0.10%
KOREAN	38	0.09%	64	0.17%	20	0.10%	1	0.05%	4	0.05%	9	0.12%	136	0.12%
INDIAN	20	0.05%	13	0.04%	14	0.07%	1	0.05%	0	0.00%	0	0.00%	48	0.04%
FILIPINO	227	0.54%	207	0.56%	237	1.16%	19	0.99%	73	0.89%	102	1.32%	865	0.74%
VIETNAMESE	22	0.05%	28	0.08%	40	0.20%	2	0.10%	2	0.02%	0	0.00%	94	0.08%
OTHER ASIAN	58	0.14%	65	0.18%	20	0.10%	4	0.21%	26	0.32%	30	0.39%	203	0.17%
MELANESIAN	5	0.01%	7	0.02%	1	0.00%	0	0.00%	0	0.00%	1	0.01%	14	0.01%
MICRONESIAN	6	0.01%	16	0.04%	3	0.01%	0	0.00%	2	0.02%	0	0.00%	27	0.02%
POLYNESIAN	34	0.08%	33	0.09%	10	0.05%	1	0.05%	6	0.07%	2	0.03%	86	0.07%
GUAMANIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OTHER PACIFIC	104	0.25%	31	0.08%	6	0.03%	0	0.00%	10	0.12%	3	0.04%	154	0.13%
OTHER/NONE *	38,750	92.97%	30,386	82.69%	330	1.62%	27	1.40%	299	3.66%	183	2.37%	69,975	59.99%
UNKNOWN	0	0.00%	4,121	11.21%	18,325	89.92%	1,698	88.30%	7,281	89.10%	7,009	90.63%	38,434	32.95%
TOTALS	41,679	100.00%	36,748	100.00%	20,379	100.00%	1,973	100.00%	8,173	100.00%	7,754	100.00%	159,009	100.00%

* "Other/None" includes whites and blacks who claim no other ethnic category.
Columns may not add to totals due to rounding.

Table D-13. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	32,978	85.72%	3,703	9.63%	1,791	4.66%	38,472	100.00%
Female	3,013	93.95%	117	3.65%	77	2.40%	3,207	100.00%
Total	35,991	86.35%	3,820	9.17%	1,868	4.48%	41,679	100.00%
ARMY RESERVE								
Male	26,698	87.95%	2,343	7.72%	1,316	4.34%	30,357	100.00%
Female	6,173	96.59%	118	1.85%	100	1.56%	6,391	100.00%
Total	32,871	89.45%	2,461	6.70%	1,416	3.85%	36,748	100.00%
NAVAL RESERVE								
Male	17,054	96.25%	413	2.33%	252	1.42%	17,719	100.00%
Female	2,616	98.35%	42	1.58%	2	0.08%	2,660	100.00%
Total	19,670	96.52%	455	2.23%	254	1.25%	20,379	100.00%
MARINE CORPS RESERVE								
Male	1,609	93.17%	102	5.91%	16	0.93%	1,727	100.00%
Female	187	95.41%	9	4.59%	0	0.00%	196	100.00%
Total	1,796	93.40%	111	5.77%	16	0.83%	1,923	100.00%
AIR NATIONAL GUARD								
Male	6,786	97.32%	177	2.54%	10	0.14%	6,973	100.00%
Female	1,186	98.92%	12	1.00%	1	0.08%	1,199	100.00%
Total	7,972	97.55%	189	2.31%	11	0.13%	8,172	100.00%
AIR FORCE RESERVE								
Male	6,156	98.43%	89	1.42%	9	0.14%	6,254	100.00%
Female	1,462	98.78%	16	1.08%	2	0.14%	1,480	100.00%
Total	7,618	98.50%	105	1.36%	11	0.14%	7,734	100.00%
DOD								
Male	91,281	89.93%	6,827	6.73%	3,394	3.34%	101,502	100.00%
Female	14,637	96.72%	314	2.07%	182	1.20%	15,133	100.00%
Total	105,918	90.81%	7,141	6.12%	3,576	3.07%	116,635	100.00%
18-44 YR OLD CIVILIAN LABOR FORCE								
Male	40,939,067	87.18%	*	0.00%	6,022,126	12.82%	46,961,193	100.00%
Female	35,956,636	91.25%	*	0.00%	3,449,089	8.75%	39,405,726	100.00%
Total	76,895,703	89.03%	*	0.00%	9,471,216	10.97%	86,366,919	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-14. FY 1992 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	26,130	85.38%	3,062	10.00%	1,413	4.62%	30,605	100.00%
Black	6,770	89.49%	487	6.44%	308	4.07%	7,565	100.00%
Hispanic	1,870	86.65%	194	8.99%	94	4.36%	2,158	100.00%
Other	1,221	90.38%	77	5.70%	53	3.92%	1,351	100.00%
ARMY RESERVE								
White	19,587	88.37%	1,655	7.47%	922	4.16%	22,164	100.00%
Black	10,035	91.39%	586	5.34%	360	3.28%	10,981	100.00%
Hispanic	1,393	87.28%	130	8.15%	73	4.57%	1,596	100.00%
Other	1,856	92.48%	90	4.48%	61	3.04%	2,007	100.00%
NAVAL RESERVE								
White	14,574	96.38%	355	2.35%	193	1.28%	15,122	100.00%
Black	2,869	97.95%	37	1.26%	23	0.79%	2,929	100.00%
Hispanic	1,157	94.68%	43	3.52%	22	1.80%	1,222	100.00%
Other	1,070	96.75%	20	1.81%	16	1.45%	1,106	100.00%
MARINE CORPS RESERVE								
White	1,302	93.33%	79	5.66%	14	1.00%	1,395	100.00%
Black	284	94.35%	16	5.32%	1	0.33%	301	100.00%
Hispanic	143	91.08%	13	8.28%	1	0.64%	157	100.00%
Other	67	95.71%	3	4.29%	0	0.00%	70	100.00%
AIR NATIONAL GUARD								
White	6,518	97.41%	162	2.42%	11	0.16%	6,691	100.00%
Black	812	98.78%	10	1.22%	0	0.00%	822	100.00%
Hispanic	384	96.48%	14	3.52%	0	0.00%	398	100.00%
Other	258	98.85%	3	1.15%	0	0.00%	261	100.00%
AIR FORCE RESERVE								
White	5,875	98.41%	85	1.42%	10	0.17%	5,970	100.00%
Black	1,173	98.82%	14	1.18%	0	0.00%	1,187	100.00%
Hispanic	330	98.21%	5	1.49%	1	0.30%	336	100.00%
Other	240	99.59%	1	0.41%	0	0.00%	241	100.00%
DOD								
White	73,986	90.29%	3,394	4.39%	2,561	3.11%	81,941	100.00%
Black	21,943	92.36%	1,150	4.83%	692	2.91%	23,785	100.00%
Hispanic	5,277	89.94%	399	5.80%	191	3.26%	5,867	100.00%
Other	4,712	93.57%	194	3.83%	130	2.58%	5,036	100.00%

Rows may not add to totals due to rounding.

Rows may not add to totals due to rounding.

Table D-15. FY 1992 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	26,138	96,104	67,700	46,859	34,134	36,081	25,907	17,819	27	350,769
Female	3,435	9,043	6,008	4,533	2,893	1,355	584	280	4	28,135
Total	29,573	105,147	73,708	51,392	37,027	37,436	26,491	18,099	31	378,904
ARMY RESERVE										
Male	22,708	51,929	37,695	23,833	17,449	18,617	13,738	8,507	206	194,682
Female	7,436	16,287	10,211	7,120	4,792	2,690	1,265	587	65	50,453
Total	30,144	68,216	47,906	30,953	22,241	21,307	15,003	9,094	271	245,135
NAVAL RESERVE										
Male	1,957	26,874	21,260	14,792	12,340	10,672	6,128	3,538	218	97,779
Female	185	3,795	4,509	3,636	2,740	1,472	709	483	33	17,562
Total	2,142	30,669	25,769	18,428	15,080	12,144	6,837	4,021	251	115,341
MARINE CORPS RESERVE										
Male	4,228	21,955	6,560	2,231	1,009	777	511	147	1	37,419
Female	89	444	385	256	107	30	16	2	0	1,329
Total	4,317	22,399	6,945	2,487	1,116	807	527	149	1	38,748
AIR NATIONAL GUARD										
Male	1,860	12,909	17,334	14,519	10,959	13,341	11,103	8,369	0	90,394
Female	454	3,039	3,677	3,085	2,334	1,166	415	194	0	14,364
Total	2,314	15,948	21,011	17,604	13,293	14,507	11,518	8,563	0	104,758
AIR FORCE RESERVE										
Male	445	6,318	10,968	9,814	7,564	7,738	6,237	4,614	0	53,698
Female	145	2,020	3,113	2,897	2,120	1,186	426	201	0	12,108
Total	590	8,338	14,081	12,711	9,684	8,924	6,663	4,815	0	65,806
DOD										
Male	57,336	216,089	161,517	112,048	83,453	81,236	63,624	42,994	453	834,741
Female	11,744	34,628	27,903	21,527	14,906	7,898	3,413	1,747	182	123,931
Total	69,080	250,717	189,420	133,575	98,441	95,135	67,039	44,741	534	948,692
18-44 YR OLD CIVILIAN LABOR FORCE										
Male	2,887,067	7,246,399	8,989,596	10,371,434	9,768,682	8,462,981	7,005,258	13,976,263	0	68,707,680
Female	2,560,410	6,400,277	7,362,466	8,308,121	7,926,482	7,470,735	6,006,100	11,153,154	0	57,187,745
Total	5,447,477	13,646,676	16,352,062	18,679,555	17,695,164	15,933,716	13,011,358	25,129,417	0	125,895,425

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992

Table D-15 (Continued). FY 1992 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP								TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown
ARMY NATIONAL GUARD									
Male	7.45%	27.40%	19.30%	13.36%	9.73%	10.29%	7.39%	5.08%	0.01%
Female	12.21%	32.14%	21.35%	16.11%	10.28%	4.82%	2.08%	1.00%	0.01%
Total	7.80%	27.75%	19.45%	13.56%	9.77%	9.88%	6.99%	4.78%	0.01%
ARMY RESERVE									
Male	11.66%	26.67%	19.36%	12.24%	8.96%	9.56%	7.06%	4.37%	0.11%
Female	14.74%	32.28%	20.24%	14.11%	9.50%	5.33%	2.51%	1.16%	0.13%
Total	12.30%	27.83%	19.54%	12.63%	9.07%	8.69%	6.12%	3.71%	0.11%
NAVAL RESERVE									
Male	2.00%	27.48%	21.74%	15.13%	12.62%	10.91%	6.27%	3.62%	0.22%
Female	1.05%	21.61%	25.67%	20.70%	15.60%	8.38%	4.04%	2.75%	0.19%
Total	1.86%	26.59%	22.34%	15.98%	13.07%	10.53%	5.93%	3.49%	0.22%
MARINE CORPS RESERVE									
Male	11.30%	58.67%	17.53%	5.96%	2.70%	2.08%	1.37%	0.39%	0.00%
Female	6.70%	33.41%	28.97%	19.26%	8.05%	2.26%	1.20%	0.15%	0.00%
Total	11.14%	57.81%	17.92%	6.42%	2.88%	2.08%	1.36%	0.38%	0.00%
AIR NATIONAL GUARD									
Male	2.06%	14.28%	19.18%	16.06%	12.12%	14.76%	12.28%	9.26%	0.00%
Female	3.16%	21.16%	25.60%	21.48%	16.25%	8.12%	2.89%	1.35%	0.00%
Total	2.21%	15.22%	20.06%	16.80%	12.69%	13.85%	10.99%	8.17%	0.00%
AIR FORCE RESERVE									
Male	0.83%	11.77%	20.43%	18.28%	14.09%	14.41%	11.61%	8.59%	0.00%
Female	1.20%	16.68%	25.71%	23.93%	17.51%	9.80%	3.52%	1.66%	0.00%
Total	0.90%	12.67%	21.40%	19.32%	14.72%	13.56%	10.13%	7.32%	0.00%
DOD									
Male	6.95%	26.20%	19.58%	13.59%	10.15%	10.58%	7.71%	5.21%	0.85%
Female	9.47%	27.94%	22.51%	17.37%	12.07%	6.37%	2.76%	1.41%	0.48%
Total	7.28%	26.43%	19.97%	14.08%	10.38%	10.03%	7.07%	4.72%	0.36%
18-44 YR OLD CIVILIAN LABOR FORCE									
Male	4.20%	10.55%	13.08%	15.10%	14.22%	12.32%	10.20%	20.14%	0.00%
Female	4.48%	11.19%	12.87%	14.53%	13.86%	13.06%	10.50%	19.50%	0.00%
Total	4.33%	10.84%	12.99%	14.84%	14.06%	12.66%	10.34%	19.96%	0.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-16. FY 1992 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										PERCENT MARRIED			MARRIED	
	MARRIED					UNMARRIED					TOTAL DoD		Total	MARRIED	
	Males	Females	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females		Males	Females
17	20	6	26	7,680	1,676	9,356	7,700	1,682	0.26%	0.36%	0.28%	0.28%	33,708		
18	192	42	234	20,837	4,744	25,581	21,029	4,786	0.91%	0.88%	0.91%	0.88%	68,057		
19	861	198	1,059	27,746	5,078	32,824	28,607	5,276	3.01%	3.75%	3.13%	3.75%	137,548		
20	2,224	477	2,701	32,814	5,578	38,392	35,038	6,055	6.35%	7.88%	6.57%	7.88%	276,013		
21	4,759	902	5,661	38,168	6,199	44,367	42,927	7,101	11.09%	12.70%	11.32%	12.70%	456,296		
22	7,962	1,510	9,472	39,187	5,948	45,135	47,149	7,458	16.89%	20.25%	17.35%	20.25%	623,747		
23	11,302	1,969	13,271	36,391	5,384	41,775	47,693	7,353	23.70%	26.78%	24.11%	26.78%	844,313		
24	13,248	2,191	15,439	30,034	4,470	34,504	43,282	6,661	30.61%	32.89%	30.91%	32.89%	1,116,186		
25	14,650	2,344	16,994	24,072	3,797	27,869	38,722	6,141	37.83%	38.17%	37.88%	38.17%	1,351,581		
26	15,535	2,221	17,756	18,425	3,317	21,742	33,960	5,538	45.74%	40.10%	44.95%	40.10%	1,450,056		
27	15,971	2,399	18,370	15,033	3,059	18,092	31,004	5,458	51.51%	43.95%	50.38%	43.95%	1,690,315		
28	16,943	2,483	19,426	12,794	2,980	15,774	29,737	5,463	56.98%	45.45%	55.19%	45.45%	2,032,695		
29	17,386	2,436	19,822	10,708	2,867	13,575	28,094	5,303	61.89%	45.94%	59.35%	45.94%	2,148,743		
30	16,985	2,402	19,387	9,289	2,492	11,781	26,274	4,894	64.65%	49.08%	62.20%	49.08%	2,321,304		
31	16,443	2,370	18,813	7,852	2,393	10,245	24,295	4,763	67.68%	49.76%	64.74%	49.76%	2,327,433		
32	15,535	2,127	17,662	6,860	2,102	8,962	22,395	4,229	69.37%	50.30%	66.34%	50.30%	2,613,916		
33	14,640	2,041	16,681	5,664	1,928	7,592	20,304	3,969	72.10%	51.42%	68.72%	51.42%	2,727,843		
34	13,796	1,907	15,703	4,984	1,765	6,749	18,780	3,672	73.46%	51.93%	69.94%	51.93%	2,662,066		
35	13,777	1,894	15,671	4,669	1,616	6,285	18,446	3,510	74.69%	53.96%	71.37%	53.96%	2,637,903		
36	13,466	1,727	15,193	4,168	1,492	5,660	17,634	3,219	76.36%	53.65%	72.86%	53.65%	2,613,952		
37	12,650	1,577	14,227	3,633	1,507	5,140	16,283	3,084	77.69%	51.13%	73.46%	51.13%	2,549,505		
38	11,993	1,468	13,461	3,208	1,375	4,583	15,201	2,843	78.90%	51.64%	74.60%	51.64%	2,600,333		
39	12,917	1,233	14,150	2,974	1,097	4,071	15,891	2,330	81.29%	52.92%	77.66%	52.92%	2,663,854		
40	13,743	999	14,742	2,969	989	3,958	16,712	1,988	82.23%	50.25%	78.83%	50.25%	2,611,300		
41	13,646	895	14,541	2,795	883	3,678	16,441	1,778	83.00%	50.34%	79.81%	50.34%	2,311,147		
42	14,294	789	15,083	2,732	806	3,538	17,026	1,595	83.95%	49.47%	81.00%	49.47%	2,392,663		
43	15,468	641	16,109	2,839	674	3,513	18,307	1,315	84.49%	48.75%	82.10%	48.75%	2,252,814		
44	15,839	617	16,456	2,901	606	3,507	18,740	1,223	84.52%	50.45%	82.43%	50.45%	2,327,034		
45+	92,172	2,321	94,493	14,446	2,841	17,287	106,618	5,162	86.45%	44.96%	84.53%	44.96%	28,825,746		
Unknown	128	21	149	324	81	405	452	102	28.32%	20.59%	26.90%	20.59%	0		
TOTAL	428,543	44,207	472,752	396,196	79,744	475,940	824,741	123,951	51.96%	35.66%	49.83%	35.66%	78,663,071		

* Civilian labor force, 17 years and older.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-16 (Continued). FY 1992 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group
b. Percent

AGE	MILITARY										TOTAL DoD		MARRIED CIVILIANS*	
	MARRIED			UNMARRIED										
	Males	Females	Total	Males	Females	Total								
17	0.00%	0.01%	0.01%	1.94%	2.10%	1.97%	0.93%	1.36%	0.04%					
18	0.04%	0.10%	0.05%	5.26%	5.95%	5.37%	2.55%	3.86%	0.09%					
19	0.20%	0.45%	0.22%	7.00%	6.37%	6.90%	3.47%	4.26%	0.17%					
20	0.52%	1.08%	0.57%	8.28%	6.99%	8.07%	4.25%	4.88%	0.35%					
21	1.11%	2.04%	1.20%	9.63%	7.77%	9.32%	5.20%	5.73%	0.58%					
22	1.86%	3.42%	2.00%	9.89%	7.46%	9.48%	5.72%	6.02%	0.79%					
23	2.64%	4.45%	2.81%	9.19%	6.75%	8.78%	5.78%	5.93%	1.07%					
24	3.09%	4.96%	3.27%	7.58%	5.61%	7.25%	5.25%	5.37%	1.42%					
25	3.42%	5.30%	3.59%	6.08%	4.76%	5.86%	4.70%	4.95%	1.72%					
26	3.63%	5.02%	3.76%	4.65%	4.16%	4.57%	4.12%	4.47%	1.84%					
27	3.73%	5.43%	3.89%	3.79%	3.84%	3.80%	3.76%	4.40%	2.15%					
28	3.95%	5.62%	4.11%	3.23%	3.74%	3.31%	3.61%	4.41%	2.58%					
29	4.06%	5.51%	4.19%	2.70%	3.60%	2.85%	3.41%	4.28%	2.73%					
30	3.96%	5.43%	4.10%	2.34%	3.13%	2.48%	3.19%	3.95%	2.95%					
31	3.84%	5.36%	3.98%	1.98%	3.00%	2.15%	2.95%	3.84%	2.96%					
32	3.63%	4.81%	3.74%	1.73%	2.64%	1.88%	2.72%	3.41%	3.32%					
33	3.42%	4.62%	3.53%	1.43%	2.42%	1.60%	2.46%	3.20%	3.47%					
34	3.22%	4.31%	3.32%	1.26%	2.21%	1.42%	2.28%	2.96%	3.38%					
35	3.21%	4.28%	3.31%	1.18%	2.03%	1.32%	2.24%	2.83%	3.35%					
36	3.14%	3.91%	3.21%	1.05%	1.87%	1.19%	2.14%	2.60%	3.32%					
37	2.95%	3.57%	3.01%	0.92%	1.89%	1.08%	1.97%	2.49%	3.24%					
38	2.80%	3.32%	2.85%	0.81%	1.72%	0.96%	1.84%	2.29%	3.31%					
39	3.01%	2.79%	2.99%	0.75%	1.38%	0.86%	1.93%	1.88%	3.39%					
40	3.21%	2.26%	3.12%	0.75%	1.24%	0.83%	2.03%	1.60%	3.32%					
41	3.18%	2.02%	3.08%	0.71%	1.11%	0.77%	1.99%	1.43%	2.94%					
42	3.34%	1.78%	3.19%	0.69%	1.01%	0.74%	2.06%	1.29%	3.04%					
43	3.61%	1.45%	3.41%	0.72%	0.85%	0.74%	2.22%	1.06%	2.86%					
44	3.70%	1.40%	3.48%	0.73%	0.76%	0.74%	2.27%	0.99%	2.96%					
45+	21.51%	5.25%	19.99%	3.65%	3.56%	3.63%	12.93%	4.16%	36.64%					
Unknown	0.03%	0.05%	0.03%	0.08%	0.10%	0.09%	0.05%	0.08%	0.00%					
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%					

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-17. FY 1992 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY										TOTAL	
	WHITE		BLACK		HISPANIC		OTHER					
	#	%	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD												
Male	263,003	74.98%	55,052	15.69%	23,027	6.56%	9,687	2.76%	350,769	100.00%		
Female	17,489	62.16%	8,266	29.38%	1,385	4.92%	995	3.54%	28,135	100.00%		
Total	280,492	74.03%	63,318	16.71%	24,412	6.44%	10,682	2.82%	378,904	100.00%		
ARMY RESERVE												
Male	126,190	64.82%	46,531	23.90%	14,277	7.33%	7,684	3.95%	194,682	100.00%		
Female	24,469	48.50%	21,168	41.96%	2,862	5.67%	1,954	3.87%	50,453	100.00%		
Total	150,659	61.46%	67,699	27.62%	17,139	6.99%	9,638	3.93%	245,135	100.00%		
NAVAL RESERVE												
Male	77,142	78.89%	11,427	11.69%	5,350	5.47%	3,860	3.95%	97,779	100.00%		
Female	12,623	71.88%	3,383	19.26%	948	5.40%	608	3.46%	17,562	100.00%		
Total	89,765	77.83%	14,810	12.84%	6,298	5.46%	4,468	3.87%	115,341	100.00%		
MARINE CORPS RESERVE												
Male	26,699	71.35%	5,481	14.65%	3,440	9.19%	1,799	4.81%	37,419	100.00%		
Female	873	65.69%	310	23.33%	93	7.00%	53	3.99%	1,329	100.00%		
Total	27,572	71.16%	5,791	14.95%	3,533	9.12%	1,852	4.78%	38,748	100.00%		
AIR NATIONAL GUARD												
Male	76,845	85.01%	6,684	7.39%	4,307	4.76%	2,558	2.83%	90,394	100.00%		
Female	11,168	77.75%	2,234	15.55%	576	4.01%	386	2.69%	14,364	100.00%		
Total	88,013	84.02%	8,918	8.51%	4,883	4.66%	2,944	2.81%	104,758	100.00%		
AIR FORCE RESERVE												
Male	40,899	76.16%	8,090	15.07%	2,962	5.52%	1,747	3.25%	53,698	100.00%		
Female	8,029	66.31%	3,179	26.26%	501	4.14%	399	3.30%	12,108	100.00%		
Total	48,928	74.35%	11,269	17.12%	3,463	5.26%	2,146	3.26%	65,806	100.00%		
DOD												
Male	610,778	74.06%	133,265	16.16%	53,363	6.47%	27,335	3.31%	824,741	100.00%		
Female	74,651	60.23%	38,540	31.09%	6,365	5.14%	4,395	3.55%	123,951	100.00%		
Total	685,429	72.25%	171,805	18.11%	59,728	6.30%	31,730	3.31%	948,692	100.00%		
18-44 YR OLD CIVILIAN LABOR FORCE												
Male	35,655,909	75.93%	4,906,020	10.45%	4,819,666	10.26%	1,579,598	3.36%	46,961,193	100.00%		
Female	29,956,070	76.02%	5,018,720	12.74%	3,051,774	7.74%	1,379,162	3.50%	39,405,726	100.00%		
Total	65,611,979	75.97%	9,924,740	11.49%	7,871,440	9.11%	2,958,760	3.43%	86,366,919	100.00%		
Rows may not add to totals due to rounding.												
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1997												

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-18. FY 1992 Selected Reserve Enlisted Members by Ethnicity and Component

ETHNICITY	COMPONENT											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	7,119	1.88%	5,012	2.04%	2,528	2.19%	2,262	5.84%	2,092	2.00%	2,121	3.22%
PUERTO RICAN	10,963	2.89%	7,567	3.09%	1,176	1.02%	472	1.22%	1,723	1.64%	484	0.74%
CUBAN	188	0.05%	185	0.08%	122	0.11%	58	0.15%	38	0.04%	74	0.11%
LATIN AMER.	755	0.20%	987	0.40%	246	0.21%	188	0.49%	30	0.03%	12	0.02%
OTHER HISP.	5,387	1.42%	3,388	1.38%	2,226	1.93%	553	1.43%	1,000	0.95%	772	1.17%
ALEUTIAN	20	0.01%	7	0.00%	10	0.01%	2	0.01%	9	0.01%	0	0.00%
ESKIMO	1,110	0.29%	8	0.00%	14	0.01%	3	0.01%	7	0.01%	4	0.01%
N. AMER. INDIAN	1,753	0.46%	767	0.31%	801	0.69%	132	0.34%	842	0.80%	415	0.63%
CHINESE	210	0.06%	409	0.17%	148	0.13%	163	0.42%	155	0.15%	96	0.15%
JAPANESE	543	0.14%	368	0.15%	112	0.10%	39	0.10%	677	0.65%	117	0.18%
KOREAN	228	0.06%	450	0.18%	79	0.07%	96	0.25%	55	0.05%	49	0.07%
INDIAN	112	0.03%	151	0.06%	106	0.09%	21	0.05%	20	0.02%	2	0.00%
FILIPINO	1,611	0.43%	1,590	0.65%	1,509	1.31%	399	1.03%	624	0.60%	758	1.15%
VIETNAMESE	150	0.04%	293	0.12%	155	0.13%	109	0.28%	20	0.02%	4	0.01%
OTHER ASIAN	452	0.12%	691	0.28%	168	0.15%	99	0.26%	255	0.24%	254	0.39%
MELANESIAN	23	0.01%	21	0.01%	15	0.01%	2	0.01%	2	0.00%	1	0.00%
MICRONESIAN	46	0.01%	280	0.11%	12	0.01%	5	0.01%	4	0.00%	2	0.00%
POLYNESIAN	463	0.12%	462	0.19%	59	0.05%	25	0.06%	48	0.05%	8	0.01%
GUAMANIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	0.02%
OTHER PACIFIC	577	0.15%	205	0.08%	40	0.03%	16	0.04%	120	0.11%	13	0.02%
OTHER/NONE *	347,194	91.63%	191,726	78.21%	3,531	3.06%	626	1.62%	5,703	5.44%	3,429	5.21%
UNKNOWN	0	0.00%	30,568	12.47%	102,284	88.68%	33,478	86.40%	91,334	87.19%	57,179	86.89%
TOTALS	378,904	100.00%	245,135	100.00%	115,341	100.00%	11,743	100.00%	104,751	100.00%	85,176	100.00%

* "Other/None" includes whites and blacks who claim no other ethnic category.
Columns may not add to totals due to rounding.

Table D-19. FY 1992 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER					
	TIER 1		TIER 2		TIER 3	
	#	%	#	%	#	%
ARMY NATIONAL GUARD						
Male	296,292	84.47%	36,613	10.44%	17,864	5.09%
Female	26,166	93.00%	1,583	5.63%	386	1.37%
Total	322,458	85.10%	38,196	10.08%	18,250	4.82%
ARMY RESERVE						
Male	179,081	91.99%	11,280	5.79%	4,321	2.22%
Female	49,164	97.45%	1,012	2.01%	277	0.55%
Total	228,245	93.11%	12,292	5.01%	4,598	1.88%
NAVAL RESERVE						
Male	92,885	94.99%	3,326	3.40%	1,568	1.60%
Female	17,022	96.93%	489	2.78%	51	0.29%
Total	109,907	95.29%	3,815	3.31%	1,619	1.40%
MARINE CORPS RESERVE						
Male	36,044	96.33%	1,243	3.32%	132	0.35%
Female	1,254	94.36%	74	5.57%	1	0.08%
Total	37,298	96.26%	1,317	3.40%	133	0.34%
AIR NATIONAL GUARD						
Male	88,029	97.38%	2,154	2.38%	211	0.23%
Female	13,991	97.40%	358	2.49%	15	0.10%
Total	102,020	97.39%	2,512	2.40%	226	0.22%
AIR FORCE RESERVE						
Male	53,056	98.80%	559	1.04%	83	0.15%
Female	11,996	99.07%	104	0.86%	8	0.07%
Total	65,052	98.85%	663	1.01%	91	0.14%
DOD						
Male	745,387	90.38%	55,175	6.69%	24,179	2.93%
Female	119,593	96.48%	3,620	2.97%	738	0.60%
Total	864,980	91.18%	58,795	6.20%	24,917	2.83%
18-44 YR OLD CIVILIAN LABOR FORCE						
Male	40,939,067	87.18%	•	•	6,022,126	12.82%
Female	35,956,636	91.25%	•	•	3,449,089	8.75%
Total	76,895,703	89.03%	•	•	9,471,215	10.97%

• Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-20. FY 1992 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	237,959	84.84%	30,266	10.79%	12,267	4.37%	280,492	100.00%
Black	54,946	86.78%	4,567	7.21%	3,805	6.01%	63,318	100.00%
Hispanic	20,331	83.28%	2,640	10.81%	1,441	5.90%	24,412	100.00%
Other	9,222	86.33%	723	6.77%	737	6.90%	10,682	100.00%
ARMY RESERVE								
White	139,596	92.66%	8,221	5.46%	2,842	1.89%	150,659	100.00%
Black	63,685	94.07%	2,766	4.09%	1,248	1.84%	67,699	100.00%
Hispanic	15,903	92.79%	910	5.31%	326	1.90%	17,139	100.00%
Other	9,061	94.01%	395	4.10%	182	1.89%	9,638	100.00%
NAVAL RESERVE								
White	85,250	94.97%	3,154	3.51%	1,361	1.52%	89,765	100.00%
Black	14,391	97.17%	282	1.90%	137	0.93%	14,810	100.00%
Hispanic	5,932	94.19%	281	4.46%	85	1.35%	6,298	100.00%
Other	4,334	97.00%	98	2.19%	36	0.81%	4,468	100.00%
MARINE CORPS RESERVE								
White	26,562	96.34%	917	3.33%	93	0.34%	27,572	100.00%
Black	5,558	95.98%	215	3.71%	18	0.31%	5,791	100.00%
Hispanic	3,390	95.95%	130	3.68%	13	0.37%	3,533	100.00%
Other	1,788	96.54%	55	2.97%	9	0.49%	1,852	100.00%
AIR NATIONAL GUARD								
White	85,672	97.34%	2,146	2.44%	195	0.22%	88,013	100.00%
Black	8,764	98.27%	146	1.64%	8	0.09%	8,918	100.00%
Hispanic	4,707	96.40%	162	3.32%	14	0.29%	4,883	100.00%
Other	2,877	97.72%	58	1.97%	9	0.31%	2,944	100.00%
AIR FORCE RESERVE								
White	48,339	98.80%	516	1.05%	73	0.15%	48,928	100.00%
Black	11,212	99.49%	51	0.45%	6	0.05%	11,269	100.00%
Hispanic	3,376	97.49%	77	2.22%	10	0.29%	3,463	100.00%
Other	2,125	99.02%	19	0.89%	2	0.09%	2,146	100.00%
DOD								
White	623,378	90.91%	45,320	6.60%	16,331	2.46%	685,029	100.00%
Black	138,556	92.29%	8,077	4.87%	3,222	3.04%	149,855	100.00%
Hispanic	53,639	89.81%	4,201	7.07%	1,391	3.16%	59,231	100.00%
Other	29,407	92.68%	1,348	4.25%	373	3.07%	31,128	100.00%

Rows may not add to totals due to rounding.

Table D-21. FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

a. Number	GENDER	OCCUPATIONAL AREA										TOTAL
		Infantry	Electronics	Commu- nications	Medical	Technical	Other	Admin- istrators	Electrical	Craftsman	Supply	
ARMY NATIONAL GUARD												
Male	105,564	7,808	26,183	13,950	8,647	41,492	54,700	13,564	40,850	38,011	350,769	
Female	746	234	1,445	3,920	701	11,953	1,365	315	2,951	4,505	28,135	
Total	106,310	8,042	27,628	17,870	9,348	53,445	56,065	13,879	43,801	42,516	378,904	
ARMY RESERVE												
Male	41,053	3,329	13,609	15,840	5,584	36,177	23,040	9,761	25,440	20,849	194,682	
Female	1,832	280	2,423	9,993	772	21,294	1,505	690	4,794	6,870	50,453	
Total	42,885	3,609	16,032	25,833	6,356	57,471	24,545	10,451	30,234	27,719	245,135	
NAVAL RESERVE												
Male	13,738	8,736	7,827	7,718	1,426	14,826	22,731	14,287	3,995	2,495	97,779	
Female	1,294	666	1,398	3,962	254	7,511	1,101	323	703	350	17,562	
Total	15,032	9,402	9,225	11,680	1,680	22,337	23,832	14,610	4,698	2,845	115,341	
MARINE CORPS RESERVE												
Male	11,031	1,424	3,109	0	403	3,927	5,123	1,028	6,013	5,361	37,419	
Female	0	25	95	0	22	766	85	32	189	115	1,329	
Total	11,031	1,449	3,204	0	425	4,693	5,208	1,060	6,202	5,476	38,748	
AIR NATIONAL GUARD												
Male	6,194	11,618	3,060	2,644	4,844	14,450	26,899	9,625	6,921	4,139	90,394	
Female	330	576	639	1,612	469	7,740	901	353	1,040	704	14,364	
Total	6,524	12,194	3,699	4,256	5,313	22,190	27,800	9,978	7,961	4,843	104,758	
AIR FORCE RESERVE												
Male	5,868	3,884	1,062	3,685	1,959	11,369	15,953	5,133	3,525	1,260	53,698	
Female	351	338	436	2,961	161	5,425	1,045	345	773	273	12,108	
Total	6,219	4,222	1,498	6,646	2,120	16,794	16,998	5,478	4,298	1,533	65,806	
TOTAL DoD												
Male	183,448	36,799	54,850	41,337	22,863	122,241	148,446	53,398	86,744	72,115	834,741	
Female	4,553	2,119	6,436	23,448	2,379	54,689	6,002	2,054	10,450	15,817	128,951	
Total	188,001	38,918	61,286	64,785	25,242	176,930	154,448	55,452	97,194	87,932	963,692	

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table D-21 (Continued). FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA										TOTAL
	Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
ARMY NATIONAL GUARD											
Male	30.10%	2.23%	7.46%	3.98%	2.47%	11.83%	15.59%	3.87%	11.65%	10.84%	100.00%
Female	2.65%	0.83%	5.14%	13.93%	2.49%	42.48%	4.85%	1.12%	10.49%	16.01%	100.00%
Total	28.06%	2.12%	7.29%	4.72%	2.47%	14.11%	14.80%	3.66%	11.56%	11.22%	100.00%
ARMY RESERVE											
Male	21.09%	1.71%	6.99%	8.14%	2.87%	18.58%	11.83%	5.01%	13.07%	10.71%	100.00%
Female	3.63%	0.55%	4.80%	19.81%	1.53%	42.21%	2.98%	1.37%	9.50%	13.62%	100.00%
Total	17.49%	1.47%	6.54%	10.54%	2.59%	23.44%	10.01%	4.26%	12.33%	11.31%	100.00%
NAVAL RESERVE											
Male	14.05%	8.93%	8.00%	7.89%	1.46%	15.16%	23.25%	14.61%	4.09%	2.55%	100.00%
Female	7.37%	3.79%	7.96%	22.56%	1.45%	42.77%	6.27%	1.84%	4.00%	1.99%	100.00%
Total	13.03%	8.15%	8.00%	10.13%	1.46%	19.37%	20.66%	12.67%	4.07%	2.47%	100.00%
MARINE CORPS RESERVE											
Male	29.48%	3.81%	8.31%	0.00%	1.08%	10.49%	13.69%	2.75%	16.07%	14.33%	100.00%
Female	0.00%	1.88%	7.15%	0.00%	1.66%	57.64%	6.40%	2.41%	14.22%	8.65%	100.00%
Total	28.47%	3.74%	8.27%	0.00%	1.10%	12.11%	13.44%	2.74%	16.01%	14.13%	100.00%
AIR NATIONAL GUARD											
Male	6.85%	12.85%	3.39%	2.92%	5.36%	15.99%	29.76%	10.65%	7.66%	4.58%	100.00%
Female	2.30%	4.01%	4.45%	11.22%	3.27%	53.88%	6.27%	2.46%	7.24%	4.90%	100.00%
Total	6.23%	11.64%	3.53%	4.06%	5.07%	21.18%	26.54%	9.52%	7.60%	4.62%	100.00%
AIR FORCE RESERVE											
Male	10.93%	7.23%	1.98%	6.86%	3.65%	21.17%	29.71%	9.56%	6.56%	2.35%	100.00%
Female	2.90%	2.79%	3.60%	24.45%	1.33%	44.81%	8.63%	2.85%	6.38%	2.25%	100.00%
Total	9.45%	6.42%	2.28%	10.10%	3.22%	25.52%	25.83%	8.32%	6.53%	2.33%	100.00%
TOTAL DoD											
Male	22.24%	4.46%	6.65%	5.32%	2.77%	14.82%	18.00%	6.47%	10.52%	3.74%	100.00%
Female	3.67%	1.71%	5.19%	18.11%	1.92%	44.12%	4.84%	1.66%	8.43%	10.34%	100.00%
Total	19.82%	4.10%	6.46%	6.99%	2.66%	18.63%	16.28%	5.83%	10.25%	4.75%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table D-22. FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA										TOTAL
	Infantry	Electronics	Communica- tions	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
ARMY NATIONAL GUARD											
White	80,044	6,377	20,872	12,734	7,446	37,672	43,105	10,584	29,855	31,803	280,492
Black	14,857	1,018	4,744	3,308	1,188	10,794	8,002	2,548	10,088	6,771	63,318
Hispanic	7,730	446	1,428	1,243	495	3,409	3,602	465	2,975	2,619	24,412
Other	3,679	201	584	585	219	1,570	1,356	282	883	1,323	10,682
ARMY RESERVE											
White	30,599	2,440	11,019	15,115	3,891	29,377	15,361	6,601	17,299	18,957	150,659
Black	8,908	779	3,327	7,803	1,809	21,574	5,802	2,204	9,776	5,717	67,699
Hispanic	1,747	246	1,130	1,829	481	3,888	2,397	1,136	2,380	1,905	17,139
Other	1,631	144	556	1,086	175	2,632	985	510	779	1,140	9,638
NAVAL RESERVE											
White	11,445	7,905	7,295	8,443	1,474	16,407	18,795	12,781	3,171	2,049	89,765
Black	2,046	809	1,331	1,776	109	3,823	2,616	838	1,015	447	14,810
Hispanic	1,004	421	372	856	47	1,191	1,273	609	284	241	6,298
Other	537	267	227	605	50	916	1,148	382	228	108	4,468
MARINE CORPS RESERVE											
White	8,310	1,092	2,218	0	345	2,952	3,837	815	4,050	3,953	27,572
Black	1,259	163	488	0	40	1,089	704	116	1,260	672	5,791
Hispanic	1,008	107	347	0	30	425	442	81	590	503	3,533
Other	454	87	151	0	10	227	225	48	302	348	1,852
AIR NATIONAL GUARD											
White	5,627	10,695	3,017	3,480	4,753	17,637	24,085	8,383	6,441	3,895	88,013
Black	439	559	302	450	290	2,877	1,744	853	932	472	8,918
Hispanic	338	457	191	218	207	1,041	1,275	474	385	297	4,883
Other	120	483	189	108	63	635	696	268	203	179	2,944
AIR FORCE RESERVE											
White	5,168	3,568	1,267	4,419	1,674	11,122	13,175	4,243	3,127	1,165	48,928
Black	646	385	150	1,583	300	3,996	2,303	787	867	252	11,269
Hispanic	292	149	59	393	98	898	1,015	299	207	53	3,463
Other	113	120	22	251	48	778	505	149	97	63	2,146
DOD											
White	141,193	32,077	45,644	44,191	19,593	113,167	111,359	45,407	53,943	1,150	455,909
Black	28,155	3,713	10,343	14,920	3,796	44,153	21,177	7,346	23,948	1,231	71,803
Hispanic	12,119	1,826	3,527	4,559	1,358	10,652	10,004	1,064	6,831	1,317	39,791
Other	6,534	1,302	1,729	2,415	563	6,758	4,313	1,439	2,472	1,151	17,946

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table D-22 (Continued). FY 1992 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	OCCUPATIONAL AREA										TOTAL
	Infantry	Electronics	Communications	Medical	Technical	Other	Administrators	Electrical	Craftsman	Supply	Non-Occupational*
ARMY NATIONAL GUARD											
White	28.54%	2.27%	7.44%	4.54%	2.65%		13.43%	15.37%	3.77%	10.64%	11.34%
Black	23.46%	1.61%	7.49%	5.22%	1.88%		17.05%	12.64%	4.02%	15.93%	10.69%
Hispanic	31.66%	1.83%	5.85%	5.09%	2.03%		13.96%	14.76%	1.90%	12.19%	10.73%
Other	34.44%	1.88%	5.47%	5.48%	2.05%		14.70%	12.69%	2.64%	8.27%	12.39%
ARMY RESERVE											
White	20.31%	1.62%	7.31%	10.03%	2.58%		19.50%	10.20%	4.38%	11.48%	12.58%
Black	13.16%	1.15%	4.91%	11.53%	2.67%		31.87%	8.57%	3.26%	14.44%	8.44%
Hispanic	10.19%	1.44%	6.59%	10.67%	2.81%		22.69%	13.99%	6.63%	13.89%	11.12%
Other	16.92%	1.49%	5.77%	11.27%	1.82%		27.31%	10.22%	5.29%	8.08%	11.83%
NAVAL RESERVE											
White	12.75%	8.81%	8.13%	9.41%	1.64%		18.28%	20.94%	14.24%	3.53%	2.28%
Black	13.81%	5.46%	8.99%	11.99%	0.74%		25.81%	17.66%	5.66%	6.85%	3.02%
Hispanic	15.94%	6.68%	5.91%	13.59%	0.75%		18.91%	20.21%	9.67%	4.51%	3.83%
Other	12.02%	5.98%	5.08%	13.54%	1.12%		20.50%	25.69%	8.55%	5.10%	2.42%
MARINE CORPS RESERVE											
White	30.14%	3.96%	8.04%	0.00%	1.25%		10.71%	13.92%	2.96%	14.69%	14.34%
Black	21.74%	2.81%	8.43%	0.00%	0.69%		18.81%	12.16%	2.00%	21.76%	11.60%
Hispanic	28.53%	3.03%	9.82%	0.00%	0.85%		12.03%	12.51%	2.29%	16.70%	14.24%
Other	24.51%	4.70%	8.15%	0.00%	0.54%		12.26%	12.15%	2.59%	16.31%	18.79%
AIR NATIONAL GUARD											
White	6.39%	12.15%	3.43%	3.95%	5.40%		20.04%	27.37%	9.52%	7.32%	4.43%
Black	4.92%	6.27%	3.39%	5.05%	3.25%		32.26%	19.56%	9.56%	10.45%	5.29%
Hispanic	6.92%	9.36%	3.91%	4.46%	4.24%		21.32%	26.11%	9.71%	7.88%	6.08%
Other	4.08%	16.41%	6.42%	3.67%	2.14%		21.57%	23.64%	9.10%	6.90%	6.08%
AIR FORCE RESERVE											
White	10.56%	7.29%	2.59%	9.03%	3.42%		22.73%	26.93%	8.67%	6.39%	2.38%
Black	5.73%	3.42%	1.33%	14.05%	2.66%		35.46%	20.44%	6.98%	7.69%	2.24%
Hispanic	8.43%	4.30%	1.70%	11.35%	2.83%		25.93%	29.31%	8.63%	5.98%	1.53%
Other	5.27%	5.59%	1.03%	11.70%	2.24%		36.25%	23.53%	6.94%	4.52%	2.94%
DOD											
White	20.50%	4.68%	5.67%	6.41%	2.64%		14.89%	17.27%	6.35%	9.33%	7.02%
Black	16.39%	2.16%	6.02%	8.83%	2.17%		25.70%	12.31%	4.23%	19.97%	7.11%
Hispanic	20.29%	1.06%	3.91%	7.50%	2.27%		18.17%	16.73%	3.13%	11.43%	7.11%
Other	20.39%	4.10%	5.45%	8.30%	1.78%		21.30%	15.48%	5.17%	7.41%	5.68%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-23. FY 1992 Selected Reserve Officer Accessions by Age and Component with Civilian Comparison Group

COMPONENT	AGE GROUP								TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	
a. Number									
ARMY NATIONAL GUARD	13	1,200	1,237	617	213	130	54	27	15
ARMY RESERVE	0	904	1,508	1,138	1,086	923	659	312	360
NAVAL RESERVE	0	25	959	1,432	949	664	440	144	153
MARINE CORPS RESERVE	0	0	196	313	216	149	73	14	0
AIR NATIONAL GUARD	5	163	421	425	174	78	19	11	1
AIR FORCE RESERVE	0	42	334	531	318	153	86	33	3
DOD	18	2,334	4,633	4,454	2,856	2,057	1,331	541	15,720
CIVILIAN COLLEGE GRADUATES, 21-35	0	2,067,517	4,471,129	5,315,102	1,056,824	0	0	0	12,910,572
b. Percent									
ARMY NATIONAL GUARD	0.37%	34.23%	35.28%	17.60%	6.08%	3.71%	1.54%	0.77%	0.43%
ARMY RESERVE	0.00%	13.12%	21.89%	16.52%	15.76%	13.40%	9.56%	4.53%	5.22%
NAVAL RESERVE	0.00%	0.52%	20.12%	30.05%	19.91%	13.93%	9.23%	3.02%	3.21%
MARINE CORPS RESERVE	0.00%	0.00%	20.40%	32.57%	22.48%	15.50%	7.60%	1.46%	0.00%
AIR NATIONAL GUARD	0.39%	12.57%	32.46%	32.77%	13.42%	6.01%	1.46%	0.85%	0.08%
AIR FORCE RESERVE	0.00%	2.80%	22.27%	35.40%	21.20%	10.20%	5.71%	2.20%	0.20%
DOD	0.10%	12.34%	24.60%	23.55%	13.62%	11.08%	7.03%	2.80%	1.50%
CIVILIAN COLLEGE GRADUATES, 21-35	0.00%	16.01%	34.63%	41.17%	8.19%	0.00%	0.00%	0.00%	100.00%

Rows may not add to totals due to rounding

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, 1992.

Table D-24. FY 1992 Selected Reserve Officers by Age and Component with Civilian Comparison Group

COMPONENT	AGE GROUP								TOTAL	
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
a. Number										
ARMY NATIONAL GUARD	1	3,123	9,748	7,789	5,584	6,101	4,393	1,890	13	38,642
ARMY RESERVE	1	1,333	6,985	7,511	9,094	12,083	11,111	4,581	518	53,217
NAVAL RESERVE	0	25	1,857	6,151	8,063	5,932	3,285	1,263	33	26,609
MARINE CORPS RESERVE	0	1	263	889	936	542	302	56	0	2,989
AIR NATIONAL GUARD	0	168	1,538	2,781	2,995	3,131	2,452	1,259	1	14,325
AIR FORCE RESERVE	0	34	817	2,628	3,599	3,912	3,666	1,405	6	16,067
DOD	2	4,684	21,208	27,749	30,271	31,701	25,209	10,454	371	151,849
CIVILIAN COLLEGE GRADUATES*	0	1,741,156	4,051,655	4,796,722	4,775,062	4,901,811	3,943,411	5,884,168	0	30,093,984
b. Percent										
ARMY NATIONAL GUARD	0.00%	8.08%	25.23%	20.16%	14.45%	15.79%	11.37%	4.89%	0.03%	100.00%
ARMY RESERVE	0.00%	2.50%	13.13%	14.11%	17.09%	22.71%	20.88%	8.61%	0.97%	100.00%
NAVAL RESERVE	0.00%	0.09%	6.98%	23.12%	30.30%	22.29%	12.35%	4.75%	0.12%	100.00%
MARINE CORPS RESERVE	0.00%	0.03%	8.80%	29.74%	31.31%	18.13%	10.10%	1.87%	0.00%	100.00%
AIR NATIONAL GUARD	0.00%	1.17%	10.74%	19.41%	20.91%	21.86%	17.12%	8.79%	0.01%	100.00%
AIR FORCE RESERVE	0.00%	0.21%	5.08%	16.36%	22.40%	24.35%	22.82%	8.74%	0.04%	100.00%
DOD	0.00%	1.08%	13.97%	18.27%	19.91%	20.85%	16.60%	6.88%	0.31%	100.00%
CIVILIAN COLLEGE GRADUATES*	0.00%	5.79%	13.46%	15.94%	15.87%	16.29%	13.10%	19.55%	0.00%	100.00%

* Includes college graduates, 21 or older, in the civilian work force.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-25. FY 1992 Selected Reserve Officer Accessions and Officers by Gender and Service with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	CIVILIAN COLLEGE GRADUATES*
a. FY 1992 Reserve Officer Accessions								
Male								
Number	3,092	5,264	4,201	913	1,075	1,064	15,609	6,338,349
Percent	88.19%	76.40%	88.15%	95.01%	82.88%	70.93%	82.50%	49.09%
Female								
Number	414	1,626	565	48	222	436	3,311	6,572,223
Percent	11.81%	23.60%	11.85%	4.99%	17.12%	29.07%	17.50%	50.91%
TOTAL	3,506	6,890	4,766	961	1,297	1,500	18,920	
Number								
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
b. FY 1992 Reserve Component Officers								
Male								
Number	35,191	41,450	22,680	2,840	12,741	12,654	127,556	17,185,122
Percent	91.07%	77.89%	85.23%	95.02%	88.94%	78.76%	84.00%	57.10%
Female								
Number	3,451	11,767	3,929	149	1,584	3,413	24,293	12,908,862
Percent	8.93%	22.11%	14.77%	4.98%	11.06%	21.24%	16.00%	42.90%
TOTAL	38,642	53,217	26,609	3,089	14,325	16,067	151,849	
Number								
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

* Comparison group for active component officer corps includes college graduates in the civilian work force.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-26. FY 1992 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Service with Civilian Comparison Groups

GENDER	COMPONENT					TOTAL	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD COLLEGE GRADUATES*
a. FY 1992 Reserver Officer Accessions							
Male							
Married	44.73%	58.51%	69.46%	45.13%	64.56%	73.59%	52.39%
Unmarried	55.27%	41.49%	30.54%	54.87%	35.44%	26.41%	47.61%
Female							
Married	37.44%	43.79%	44.42%	31.25%	43.24%	55.96%	57.43%
Unmarried	62.56%	56.21%	55.58%	68.75%	56.76%	44.04%	42.57%
TOTAL	53.07%	54.04%	64.59%	44.41%	60.31%	44.47%	54.79%
Married	56.13%	44.96%	55.31%	53.57%	49.50%	31.33%	41.45%
Unmarried							
b. FY 1992 Reserve Component Officers							
Male							
Married	70.69%	74.76%	79.24%	78.45%	81.55%	82.51%	72.73%
Unmarried	29.31%	25.24%	20.76%	21.55%	18.45%	17.49%	27.27%
Female							
Married	47.78%	50.93%	51.11%	63.76%	57.26%	61.32%	62.28%
Unmarried	52.22%	49.07%	48.89%	36.24%	42.74%	38.68%	37.72%
TOTAL	61.64%	60.49%	75.18%	77.77%	73.60%	73.81%	72.30%
Married	61.36%	50.51%	54.92%	72.23%	61.14%	51.99%	57.80%
Unmarried							

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

* Comparison group for active component officer corps includes college graduates in the civilian work force.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-27. FY 1992 Selected Reserve Officer Accessions and Officers by Race/Ethnicity and Component with Civilian Comparison Groups

COMPONENT	RACE/ETHNICITY												TOTAL	
	WHITE			BLACK			HISPANIC			OTHER				
	#	%		#	%		#	%		#	%			
a. FY 1992 Reserve Officer Accessions														
ARMY NATIONAL GUARD	2,985	85.14%		278	7.93%		147	4.19%		96	2.74%		3,506	100.00%
ARMY RESERVE	5,364	77.85%		760	11.03%		185	2.69%		581	8.43%		6,890	100.00%
NAVAL RESERVE	4,301	90.24%		127	2.66%		61	1.28%		277	5.81%		4,766	100.00%
MARINE CORPS RESERVE	892	92.82%		36	3.75%		21	2.19%		12	1.25%		961	100.00%
AIR NATIONAL GUARD	1,177	90.75%		53	4.09%		27	2.08%		40	3.08%		1,297	100.00%
AIR FORCE RESERVE	1,356	90.40%		85	5.67%		31	2.07%		28	1.87%		1,500	100.00%
TOTAL DAQ	16,075	84.56%		1,359	7.09%		572	3.19%		1,024	5.12%		19,031	100.00%
CIVILIAN COLLEGE GRADUATES*	10,901,064	84.44%		831,134	6.44%		460,703	3.57%		717,670	5.56%		12,910,571	100.00%
b. FY 1992 Reserve Component Officers														
ARMY NATIONAL GUARD	33,576	86.89%		2,773	7.18%		1,485	3.84%		808	2.09%		38,642	100.00%
ARMY RESERVE	43,433	81.61%		5,971	11.22%		1,377	2.59%		2,436	4.58%		53,217	100.00%
NAVAL RESERVE	24,180	90.87%		816	3.07%		306	1.15%		1,307	4.91%		26,609	100.00%
MARINE CORPS RESERVE	2,792	93.41%		112	3.75%		51	1.71%		34	1.14%		2,989	100.00%
AIR NATIONAL GUARD	13,183	92.03%		524	3.66%		335	2.34%		283	1.98%		14,325	100.00%
AIR FORCE RESERVE	14,754	91.83%		690	4.29%		294	1.83%		329	2.05%		16,067	100.00%
TOTAL DAQ	131,918	86.87%		10,386	7.11%		3,848	2.41%		5,197	3.12%		151,331	100.00%
CIVILIAN COLLEGE GRADUATES**	25,683,146	85.34%		1,831,389	6.09%		979,972	3.26%		1,599,477	5.31%		30,093,984	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

** Comparison group for reserve component officers includes college graduates in the civilian work force.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1997

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

** Comparison group for reserve component officers includes college graduates in the civilian work force.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table D-28. FY 1992 Selected Reserve Officer Accessions and Officers by Education and Component

COMPONENT	EDUCATION						TOTAL			
	LESS THAN		GREATER THAN		UNKNOWN					
	COLLEGE GRADUATE	%	COLLEGE GRADUATE	%	COLLEGE GRADUATE	%	#	%		
a. FY 1992 Reserve Officer Accessions										
ARMY NATIONAL GUARD	1,596	45.52%	1,600	45.64%	304	8.67%	6	0.17%	3,506	100.00%
ARMY RESERVE	856	12.42%	3,642	52.86%	1,277	18.53%	1,115	16.18%	6,890	100.00%
NAVAL RESERVE	35	0.73%	1,751	36.74%	933	19.58%	2,047	42.95%	4,766	100.00%
MARINE CORPS RESERVE	22	2.29%	714	74.30%	224	23.31%	1	0.10%	961	100.00%
AIR NATIONAL GUARD	261	20.12%	796	61.37%	232	17.89%	8	0.62%	1,297	100.00%
AIR FORCE RESERVE	124	8.27%	913	60.87%	456	30.40%	7	0.47%	1,500	100.00%
TOTAL DOD	2,894	13.59%	8,616	49.73%	3,194	14.11%	1,841	8.50%	16,545	100.00%
b. FY 1992 Reserve Component Officers										
ARMY NATIONAL GUARD	14,235	36.84%	17,999	46.58%	6,408	16.58%	0	0.00%	38,642	100.00%
ARMY RESERVE	6,118	11.50%	25,802	48.48%	14,341	26.95%	6,956	13.07%	53,217	100.00%
NAVAL RESERVE	21	0.08%	15,514	58.30%	8,786	33.02%	2,288	8.60%	26,609	100.00%
MARINE CORPS RESERVE	48	1.61%	2,151	71.96%	789	26.40%	1	0.03%	2,989	100.00%
AIR NATIONAL GUARD	1,315	9.18%	8,802	61.45%	4,116	28.73%	92	0.64%	14,325	100.00%
AIR FORCE RESERVE	452	2.81%	7,745	48.20%	7,846	48.83%	24	0.15%	16,067	100.00%
TOTAL DOD	22,189	14.81%	78,013	51.38%	43,386	27.89%	8,344	5.34%	149,932	100.00%

Report may not add to totals due to rounding

Rows may not add to totals due to rounding.

Table D-29. FY 1992 Selected Reserve Officer Accessions by Occupational Area and Component

COMPONENT	a. Number	OCCUPATIONAL AREA									TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	
ARMY NATIONAL GUARD	8		962	74	214	65	281	115	143	1,644	3,506
ARMY RESERVE	10		1,790	361	659	363	1,345	661	743	958	6,890
NAVAL RESERVE	0		2,365	370	286	217	595	392	332	209	4,766
MARINE CORPS RESERVE	0		287	30	48	29	0	53	80	408	935
AIR NATIONAL GUARD	2		443	21	124	55	222	99	55	276	1,297
AIR FORCE RESERVE	1		499	64	84	97	466	84	59	146	1,500
TOTAL DOD	21		5,346	1,224	2,015	1,066	3,153	1,704	1,317	3,548	15,500
b. Percent											
ARMY NATIONAL GUARD	0.23%		27.44%	2.11%	6.10%	1.85%	8.01%	3.28%	4.08%	46.89%	100.00%
ARMY RESERVE	0.15%		25.98%	5.24%	9.56%	5.27%	19.52%	9.59%	10.78%	13.90%	100.00%
NAVAL RESERVE	0.00%		49.62%	7.76%	6.00%	4.55%	12.48%	8.22%	6.97%	4.39%	100.00%
MARINE CORPS RESERVE	0.00%		30.70%	3.21%	5.13%	3.10%	0.00%	5.67%	8.56%	43.64%	100.00%
AIR NATIONAL GUARD	0.15%		34.16%	1.62%	9.56%	4.24%	17.12%	7.63%	4.24%	21.28%	100.00%
AIR FORCE RESERVE	0.07%		33.27%	4.27%	5.60%	6.47%	31.07%	5.60%	3.93%	9.73%	100.00%
TOTAL DOD	0.11%		31.79%	12.24%	10.00%	7.28%	25.79%	13.52%	10.78%	22.83%	100.00%

* Calculations do not include 26 Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknown.

Please may not add to totals due to rounding.

* Calculations do not include 26 Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-30. FY 1992 Selected Reserve Officers by Occupational Area and Component

COMPONENT	OCCUPATIONAL AREA								Non-Occupational**	TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied		
a. Number/Component										
ARMY NATIONAL GUARD	204	18,188	779	3,338	1,183	3,719	2,663	3,473	5,095	38,642
ARMY RESERVE	112	12,816	2,337	4,629	3,407	16,506	5,445	5,721	2,244	53,217
NAVAL RESERVE	46	10,815	2,747	2,313	924	4,900	2,542	1,954	368	26,609
MARINE CORPS RESERVE	10	1,653	118	185	136	0	209	352	155	2,818
AIR NATIONAL GUARD	125	6,055	322	2,058	563	1,946	1,921	885	450	14,325
AIR FORCE RESERVE	75	4,575	1,223	1,975	1,581	3,980	1,206	1,378	74	16,067
TOTAL DoD	572	44,102	13,414	14,598	7,794	31,061	13,984	13,994	8,746	113,964
b. Percent										
ARMY NATIONAL GUARD	0.53%	47.07%	2.02%	8.64%	3.06%	9.62%	6.89%	8.99%	13.19%	100.00%
ARMY RESERVE	0.21%	24.08%	4.39%	8.70%	6.40%	31.02%	10.23%	10.75%	4.22%	100.00%
NAVAL RESERVE	0.17%	40.64%	10.32%	8.69%	3.47%	18.41%	9.55%	7.34%	1.38%	100.00%
MARINE CORPS RESERVE	0.35%	58.66%	4.19%	6.56%	4.83%	0.00%	7.42%	12.49%	5.50%	100.00%
AIR NATIONAL GUARD	0.87%	42.27%	2.25%	14.37%	3.93%	13.58%	13.41%	6.18%	3.14%	100.00%
AIR FORCE RESERVE	0.47%	28.47%	7.61%	12.29%	9.84%	24.77%	7.51%	8.58%	0.46%	100.00%
TOTAL DoD	5.34%	10.67%	1.66%	3.36%	3.31%	20.17%	13.22%	13.22%	8.22%	100.00%

* Calculations do not include 171 Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-31. FY 1992 Selected Reserve Officers by Occupational Area, Component, and Gender

a. Number

GENDER	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Sciences and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	
ARMY NATIONAL GUARD										
Male	204	18,048	705	2,970	1,156	2,552	2,125	2,940	4,491	35,191
Female	0	140	74	368	27	1,167	538	533	604	3,451
Total	204	18,188	779	3,338	1,183	3,719	2,663	3,473	5,095	38,642
ARMY RESERVE										
Male	110	12,666	1,996	4,095	3,202	8,888	4,030	4,755	1,708	41,450
Female	2	150	341	534	205	7,618	1,415	966	536	11,767
Total	112	12,816	2,337	4,629	3,407	16,506	5,445	5,721	2,244	53,217
NAVAL RESERVE										
Male	45	10,702	2,430	2,227	850	2,742	1,555	1,784	345	22,680
Female	1	113	317	86	74	2,158	987	170	23	3,929
Total	46	10,815	2,747	2,313	924	4,900	2,542	1,954	368	26,609
MARINE CORPS RESERVE										
Male	10	1,644	102	172	131	0	145	318	149	2,671
Female	0	9	16	13	5	0	64	34	6	147
Total	10	1,653	118	185	136	0	209	352	155	2,818
AIR NATIONAL GUARD										
Male	124	5,935	268	1,918	531	1,211	1,545	780	429	12,741
Female	1	120	54	140	32	735	376	105	21	1,584
Total	125	6,055	322	2,058	563	1,946	1,921	885	450	14,325
AIR FORCE RESERVE										
Male	73	4,423	996	1,787	1,460	1,782	909	1,153	71	12,654
Female	2	152	227	188	121	2,198	297	225	3	3,413
Total	75	4,575	1,223	1,975	1,581	3,980	1,206	1,378	74	16,067
TOTAL D-31										
Male	846	85,211	12,407	35,183	13,220	35,103	12,209	15,206	5,344	127,096
Female	3	421	1,007	1,361	327	10,651	1,677	1,043	107	13,590
Total	849	85,632	13,414	36,544	13,547	45,754	13,886	16,249	5,451	140,686

* Calculations do not include 169 male and 2 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table D-31 (Continued). FY 1992 Selected Reserve Officers by Occupational Area, Component, and Gender

b. Percent	GENDER	OCCUPATIONAL AREA									TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
	ARMY NATIONAL GUARD										
	Male	0.58%	51.29%	2.00%	8.44%	3.28%	7.25%	6.04%	8.35%	12.76%	100.00%
	Female	0.00%	4.06%	2.14%	10.66%	0.78%	33.82%	15.59%	15.44%	17.50%	100.00%
	Total	0.53%	47.07%	2.02%	8.64%	3.06%	9.62%	6.89%	8.99%	13.19%	100.00%
	ARMY RESERVE										
	Male	0.27%	30.56%	4.82%	9.88%	7.72%	21.44%	9.72%	11.47%	4.12%	100.00%
	Female	0.02%	1.27%	2.90%	4.54%	1.74%	64.74%	12.03%	8.21%	4.56%	100.00%
	Total	0.21%	24.08%	4.39%	8.70%	6.40%	31.02%	10.23%	10.75%	4.22%	100.00%
	NAVAL RESERVE										
	Male	0.20%	47.19%	10.71%	9.82%	3.75%	12.09%	6.86%	7.87%	1.52%	100.00%
	Female	0.03%	2.88%	8.07%	2.19%	1.88%	54.92%	25.12%	4.33%	0.59%	100.00%
	Total	0.17%	40.64%	10.32%	8.69%	3.47%	18.41%	9.55%	7.34%	1.38%	100.00%
	MARINE CORPS RESERVE										
	Male	0.37%	61.55%	3.82%	6.44%	4.90%	0.00%	5.43%	11.91%	5.58%	100.00%
	Female	0.00%	6.12%	10.88%	8.84%	3.40%	0.00%	43.54%	23.13%	4.08%	100.00%
	Total	0.35%	58.66%	4.19%	6.56%	4.83%	0.00%	7.42%	12.49%	5.50%	100.00%
	AIR NATIONAL GUARD										
	Male	0.97%	46.58%	2.10%	15.05%	4.17%	9.50%	12.13%	6.12%	3.37%	100.00%
	Female	0.06%	7.58%	3.41%	8.84%	2.02%	46.40%	23.74%	6.63%	1.33%	100.00%
	Total	0.87%	42.27%	2.25%	14.37%	3.93%	13.58%	13.41%	6.18%	3.14%	100.00%
	AIR FORCE RESERVE										
	Male	0.58%	34.95%	7.87%	14.12%	11.54%	14.08%	7.18%	9.11%	0.56%	100.00%
	Female	0.06%	4.45%	6.65%	5.51%	3.55%	64.40%	8.70%	6.59%	0.09%	100.00%
	Total	0.47%	28.47%	7.61%	12.29%	9.84%	24.77%	7.51%	8.58%	0.46%	100.00%
	TOTAL DAD										
	Male	0.44%	41.01%	3.31%	10.31%	4.35%	12.41%	11.09%	8.11%	3.11%	100.00%
	Female	0.02%	2.85%	2.24%	5.77%	1.91%	57.31%	15.11%	5.71%	0.09%	100.00%
	Total	0.31%	33.57%	3.24%	8.54%	3.14%	30.27%	13.22%	7.09%	1.00%	100.00%

* Calculations do not include 169 male and 2 female Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-32. FY 1992 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

a. Number	RACE/ETHNICITY	OCCUPATIONAL AREA										TOTAL		
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance		Sciences and Professionals		Health Care	Admin-istration	Supply, Procurement, and Allied		Non-Occupational**	
ARMY NATIONAL GUARD														
	White	172	16,318	720	2,832	1,088	3,132	2,126	2,866	4,322	33,576			
	Black	4	836	25	326	53	339	334	408	448	2,773			
	Hispanic	27	676	19	129	26	167	134	129	178	1,485			
	Other	1	358	15	51	16	81	69	70	147	808			
ARMY RESERVE														
	White	104	11,180	2,132	3,701	3,120	12,923	4,255	4,441	1,577	43,433			
	Black	3	953	85	583	177	2,128	846	895	301	5,971			
	Hispanic	3	284	36	148	35	464	139	203	65	1,377			
	Other	2	399	84	197	75	991	205	182	301	2,436			
NAVAL RESERVE														
	White	45	10,040	2,537	2,097	806	4,317	2,235	1,784	319	24,180			
	Black	0	231	64	52	61	190	141	62	15	816			
	Hispanic	0	108	19	37	12	65	40	20	5	306			
	Other	1	436	127	127	45	328	126	88	29	1,307			
MARINE CORPS RESERVE														
	White	10	1,556	110	161	130	0	196	316	144	2,623			
	Black	0	46	5	14	3	0	9	28	7	112			
	Hispanic	0	31	2	7	2	0	3	2	3	50			
	Other	0	20	1	3	1	0	1	6	1	33			
AIR NATIONAL GUARD														
	White	117	5,808	299	1,871	515	1,742	1,644	772	415	13,183			
	Black	5	79	11	68	25	97	161	63	15	524			
	Hispanic	1	95	11	54	8	49	79	28	10	335			
	Other	2	73	1	65	15	58	37	22	10	283			
AIR FORCE RESERVE														
	White	74	4,409	1,138	1,814	1,463	3,450	1,089	1,247	70	14,754			
	Black	0	68	39	65	69	287	74	86	2	690			
	Hispanic	1	60	19	45	24	94	22	28	1	294			
	Other	0	38	27	51	25	149	21	17	1	329			

333	528	12	33	6	133	157	167	157	157	157	157	157
White	528	12	33	6	133	157	167	157	157	157	157	157
Black	12	33	6	133	157	167	157	157	157	157	157	157
Hispanic	33	6	133	157	167	157	157	157	157	157	157	157
Other	6	133	157	167	157	157	157	157	157	157	157	157

* Calculations do not include 169 white, 1 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknown.

Table D-32 (Continued). FY 1992 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

b. Percent	RACE/ETHNICITY	OCCUPATIONAL AREA								TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	Non-Occupational**
	ARMY NATIONAL GUARD									
	White	0.51%	48.60%	2.14%	8.43%	3.24%	9.33%	6.33%	8.54%	12.87%
	Black	0.14%	30.15%	0.90%	11.76%	1.91%	12.23%	12.04%	14.71%	16.16%
	Hispanic	1.82%	45.52%	1.28%	8.69%	1.75%	11.25%	9.02%	8.69%	11.99%
	Other	0.12%	44.31%	1.86%	6.31%	1.98%	10.02%	8.54%	8.66%	18.19%
	ARMY RESERVE									
	White	0.24%	25.74%	4.91%	8.52%	7.18%	29.75%	9.80%	10.22%	3.63%
	Black	0.05%	15.96%	1.42%	9.76%	2.96%	35.64%	14.17%	14.99%	5.04%
	Hispanic	0.22%	20.62%	2.61%	10.75%	2.54%	33.70%	10.09%	14.74%	4.72%
	Other	0.08%	16.38%	3.45%	8.09%	3.08%	40.68%	8.42%	7.47%	12.96%
	NAVAL RESERVE									
	White	0.19%	41.52%	10.49%	8.67%	3.33%	17.85%	9.24%	7.38%	1.32%
	Black	0.00%	28.31%	7.84%	6.37%	7.48%	23.28%	17.28%	7.60%	1.84%
	Hispanic	0.00%	35.29%	6.21%	12.09%	3.92%	21.24%	13.07%	6.54%	1.63%
	Other	0.08%	33.36%	9.72%	9.72%	3.44%	25.10%	9.64%	6.73%	2.22%
	MARINE CORPS RESERVE									
	White	0.38%	59.32%	4.19%	6.14%	4.96%	0.00%	7.47%	12.05%	5.49%
	Black	0.00%	41.07%	4.46%	12.50%	2.68%	0.00%	8.04%	25.00%	6.25%
	Hispanic	0.00%	62.00%	4.00%	14.00%	4.00%	0.00%	6.00%	4.00%	6.00%
	Other	0.00%	60.61%	3.03%	9.09%	3.03%	0.00%	3.03%	18.18%	3.03%
	AIR NATIONAL GUARD									
	White	0.89%	44.06%	2.27%	14.19%	3.91%	13.21%	12.47%	5.86%	3.15%
	Black	0.95%	15.08%	2.10%	12.98%	4.77%	18.51%	30.73%	12.02%	2.86%
	Hispanic	0.30%	28.36%	3.28%	16.12%	2.39%	14.63%	23.58%	8.36%	2.99%
	Other	0.71%	25.80%	0.35%	22.97%	5.30%	20.49%	13.07%	7.77%	3.53%
	AIR FORCE RESERVE									
	White	0.50%	29.88%	7.71%	12.29%	9.92%	23.38%	7.38%	8.45%	0.47%
	Black	0.00%	9.86%	5.65%	9.42%	10.00%	41.59%	10.72%	12.46%	0.29%
	Hispanic	0.34%	20.41%	6.46%	15.31%	8.16%	31.97%	7.48%	9.52%	0.34%
	Other	0.00%	11.55%	8.21%	15.50%	7.60%	45.29%	6.38%	5.17%	0.30%
	DOD									
	White	0.40%	57.40%	2.20%	9.77%	3.13%	17.80%	12.40%	5.80%	3.10%
	Black	0.11%	34.07%	1.20%	14.07%	2.40%	24.07%	18.00%	12.00%	2.80%
	Hispanic	0.30%	30.00%	3.30%	13.00%	2.90%	17.00%	13.00%	8.00%	2.90%
	Other	0.15%	25.43%	3.50%	8.33%	3.33%	28.00%	13.33%	7.33%	3.33%

* Calculations do not include 169 white, 1 Hispanic, and 1 "Other" Marine Corps O-6 officers classified as general or executive officers by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-33. FY 1992 Selected Reserve Officers by Source of Commission and Component

COMPONENT	SOURCE OF COMMISSION							Other	Unknown	TOTAL
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS/PLC	ANG AMS/ABNG OCS/	Direct Appointment				
a. Number										
ARMY NATIONAL GUARD	226	1,338	11,841	3,742	14,874	5,770	194	657	38,642	
ARMY RESERVE	1,357	4,804	18,857	4,193	2,550	19,188	554	1,714	53,217	
NAVAL RESERVE	2,697	3,113	859	7,261	0	10,049	1,105	1,508	26,592	
MARINE CORPS RESERVE	87	0	195	2,707	0	0	0	0	2,989	
AIR NATIONAL GUARD	707	858	1,833	2,217	4,323	4,257	130	0	14,325	
AIR FORCE RESERVE	1,013	1,601	3,463	4,034	154	5,738	64	0	16,067	
TOTAL	10,087	11,714	35,111	27,364	15,581	48,223	1,042	3,379	142,068	
b. Percent										
ARMY NATIONAL GUARD	0.58%	3.46%	30.64%	9.68%	38.49%	14.93%	0.50%	1.70%	100.00%	
ARMY RESERVE	2.55%	9.03%	35.43%	7.88%	4.79%	36.06%	1.04%	3.22%	100.00%	
NAVAL RESERVE	10.14%	11.71%	3.23%	27.31%	0.00%	37.79%	4.16%	5.67%	100.00%	
MARINE CORPS RESERVE	2.91%	0.00%	6.52%	90.57%	0.00%	0.00%	0.00%	0.00%	100.00%	
AIR NATIONAL GUARD	4.94%	5.99%	12.80%	15.48%	30.18%	29.72%	0.91%	0.00%	100.00%	
AIR FORCE RESERVE	6.30%	9.96%	21.55%	25.11%	0.96%	35.71%	0.40%	0.00%	100.00%	
TOTAL	4.01%	1.75%	35.07%	19.21%	11.43%	38.22%	1.13%	2.32%	100.00%	

Rows may not add to totals due to rounding.

**Appendix E - Figures: Selected Reserve Contributions
to the Total Force**

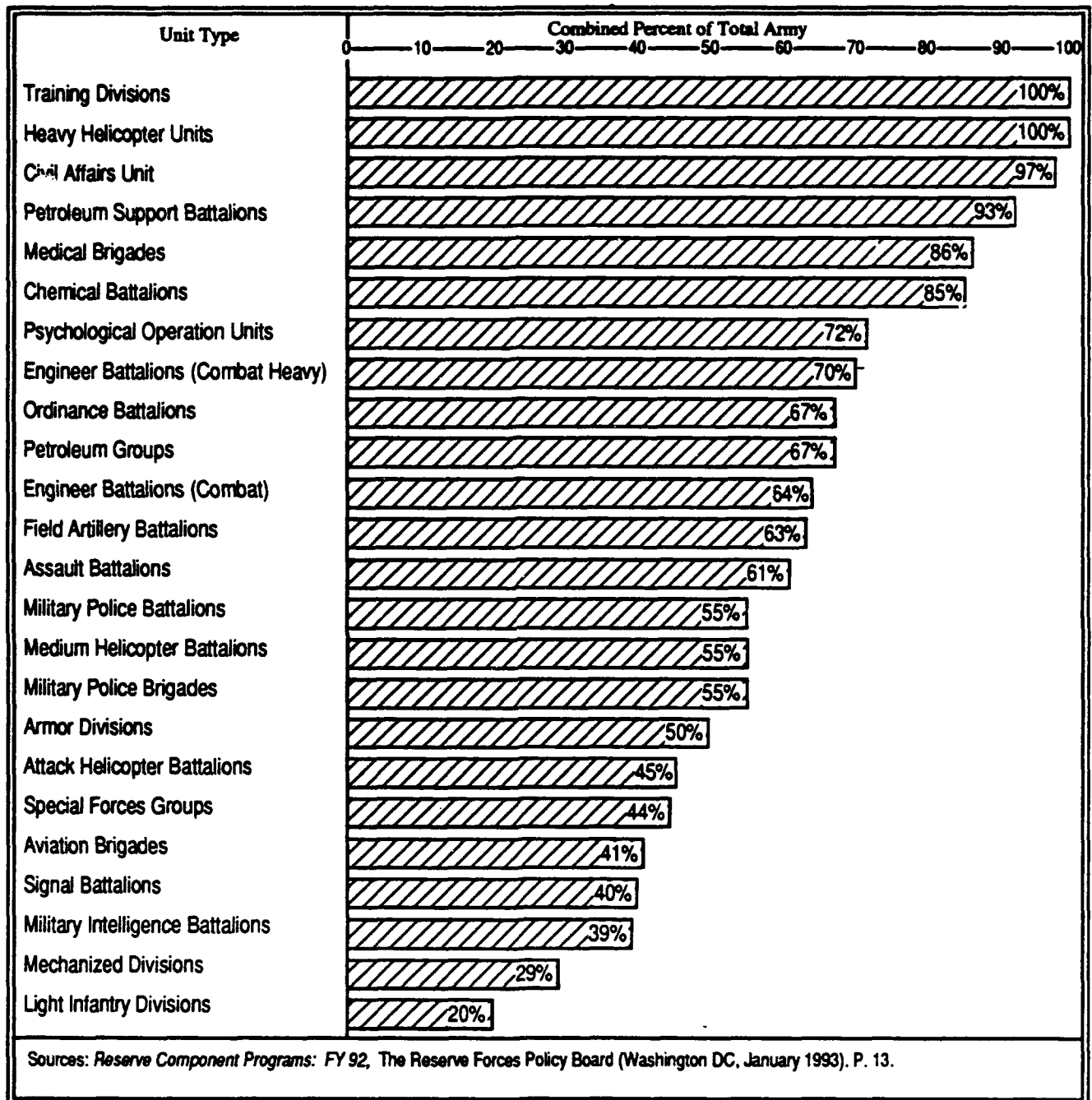


Figure E-1. Examples of Army National Guard and Army Reserve Contributions to the Total Army

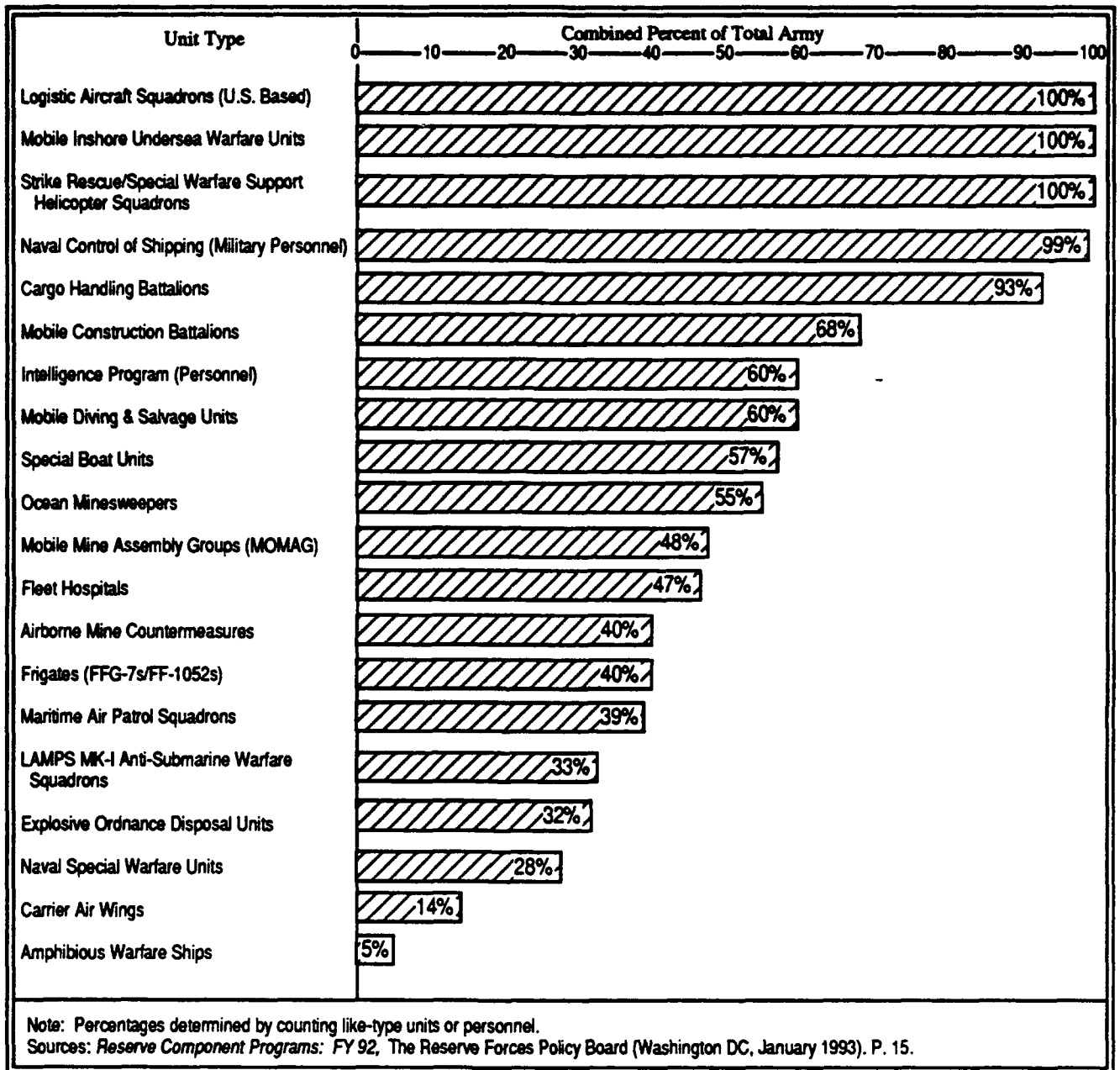


Figure E-2. Examples of Naval Reserve Contributions to the Total Navy

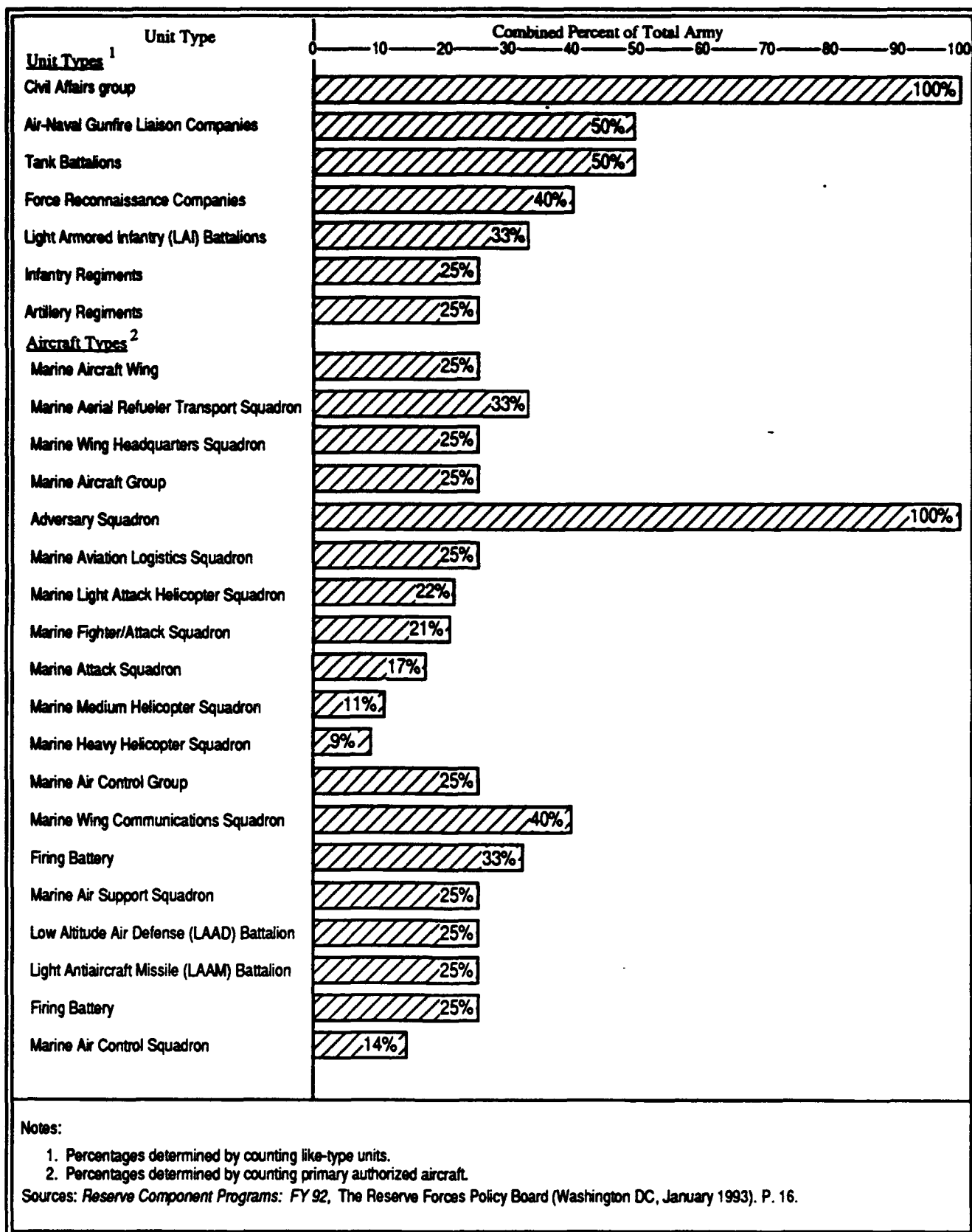


Figure E-3. Examples of Marine Corps Reserve Contributions to the Total Marine Corps

Appendix F - Tables: Data for Text Figures

Table F-1. Number of 18-Year-Old Males and Male Military Accession Requirements, 1950-2010

CALENDAR YEAR	18-YEAR-OLD MALES	MALE ACCESSION REQUIREMENTS	CALENDAR YEAR	18-YEAR-OLD MALES	MALE ACCESSION REQUIREMENTS
1950	1090		1981	2128	286
1951	1049		1982	2107	271
1952	1037	612	1983	2022	269
1953	1089	761	1984	1922	274
1954	1075	576	1985	1877	263
1955	1074	623	1986	1849	276
1956	1132	482	1987	1892	263
1957	1148	457	1988	1947	238
1958	1164	367	1989	1994	239
1959	1228	392	1990	1849	194
1960	1323	389	1991	1740	176
1961	1507	395	1992	1696	171
1962	1424	519	1993	1740	179
1963	1409	370	1994	1716	159
1964	1398	478	1995	1796	169
1965	1929	404	1996	1812	170
1966	1792	894	1997	1869	194
1967	1794	760	1998	1965	188
1968	1791	832	1999	1965	188
1969	1858	809	2000	2011	188
1970	1914	619	2001	2016	
1971	1962	531	2002	1982	
1972	2010	405	2003	2046	
1973	2052	435	2004	2060	
1974	2078	314	2005	2071	
1975	2159	382	2006	2103	
1976	2164	367	2007	2156	
1977	2159	368	2008	2249	
1978	2157	318	2008	2252	
1979	2196	274	2010	2220	
1980	2156	310			

Sources: America's Volunteers: A Report on the All-Volunteer Forces, (Washington, DC: DoD, Dec 1976); Patterson, D.A., & Haskins, J.A., The Air Force, Conscripted, and the All-Volunteer Force, (Montgomery, AL: Air University Press, Dec 1987); Military Service Annual 1391 Report; OASD (P&R)(MM&FP)(AP). Civilian data compiled by the Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993).

Table F-2. Percent NPS Active Component Enlisted Accessions with High School Diplomas by Service, FY 1973-1992

FISCAL YEAR	SERVICE				DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	58.18%	70.83%	44.60%	84.95%	65.63%
1974	49.55%	68.72%	46.30%	85.86%	60.46%
1975	57.44%	73.74%	46.92%	86.66%	65.16%
1976	58.00%	78.14%	63.16%	90.83%	69.33%
1977	60.76%	74.69%	71.79%	92.49%	71.52%
1978	73.06%	72.83%	70.32%	85.78%	75.45%
1979	64.26%	74.46%	72.65%	83.89%	72.05%
1980	52.03%	73.57%	69.62%	83.57%	65.62%
1981	75.91%	75.87%	73.57%	88.97%	78.62%
1982	81.03%	77.86%	77.53%	94.33%	82.69%
1983	84.03%	90.61%	85.24%	98.18%	88.59%
1984	86.29%	92.35%	89.41%	98.73%	90.63%
1985	86.17%	88.48%	90.35%	98.91%	90.03%
1986	90.43%	85.22%	90.22%	98.91%	90.67%
1987	91.24%	90.70%	90.35%	99.07%	92.42%
1988	92.82%	91.20%	95.47%	99.06%	93.56%
1989	88.63%	86.86%	94.59%	99.03%	90.38%
1990	94.22%	89.65%	93.30%	99.08%	93.42%
1991	96.38%	93.93%	95.83%	98.89%	95.85%
1992	98.66%	96.19%	97.43%	98.60%	97.74%

Table F-3. Percent DoD NPS Active Component Enlisted Accessions AFQT Category IIIA and Above, FY 1973-1992

FISCAL YEAR	CAT IIIA AND ABOVE
1973	57.8%
1974	57.5%
1975	62.1%
1976	65.0%
1977	33.7% *
1978	42.0% *
1979	37.9% *
1980	48.7% *
1981	47.3% *
1982	52.0%
1983	57.5%
1984	58.2%
1985	60.2%
1986	62.4%
1987	67.0%
1988	66.5%
1989	66.4%
1990	68.0%
1991	72.1%
1992	74.9%

* Annual Minimum

Table F-4. NPS Active Component Enlisted Accessions by AFQT Category, FY 1981-1992

FISCAL YEAR	AFQT CATEGORY*												TOTAL*	
	I		II		III		IIIb		IV					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1981	13,259	4.40%	76,700	25.48%	52,786	17.53%	93,853	31.17%	64,469	21.41%	301,067	100.00%		
1982	14,925	4.96%	85,124	28.29%	56,897	18.91%	97,858	32.52%	46,131	15.33%	300,935	100.00%		
1983	17,320	5.79%	93,194	31.16%	61,866	20.69%	94,367	31.56%	32,308	10.80%	299,055	100.00%		
1984	17,373	5.79%	93,455	31.14%	64,113	21.36%	96,488	32.15%	28,698	9.56%	300,127	100.00%		
1985	13,748	4.63%	96,461	32.48%	69,106	23.27%	95,114	32.02%	22,588	7.60%	297,017	100.00%		
1986	11,788	3.78%	104,894	33.62%	78,465	25.15%	101,652	32.58%	15,240	4.88%	312,039	100.00%		
1987	13,726	4.65%	106,445	36.09%	77,686	26.34%	83,239	28.22%	13,887	4.71%	294,983	100.00%		
1988	12,007	4.45%	97,046	35.96%	71,242	26.40%	76,249	28.25%	13,361	4.95%	269,905	100.00%		
1989	10,827	3.93%	94,554	34.30%	73,504	26.67%	78,967	28.65%	17,802	6.46%	275,654	100.00%		
1990	9,293	4.18%	79,711	35.86%	63,079	28.38%	63,357	28.50%	6,830	3.07%	222,270	100.00%		
1991	9,527	4.68%	79,694	39.13%	58,873	28.90%	54,521	26.77%	1,075	0.53%	203,690	100.00%		
1992	9,419	4.69%	80,609	40.15%	60,887	30.33%	49,460	24.64%	374	0.19%	200,749	100.00%		

Rows may not add to totals due to rounding.

* Numbers exclude unknowns.

Table F-5. Ratio of NPS Active Component Enlisted Accessions to Applicants, FY 1981-1992

FISCAL				
YEAR	ACCESSIONS	APPLICANTS	RATIO	
1981	301,547	801,320	0.376	
1982	301,387	751,915	0.401	
1983	299,770	674,878	0.444	
1984	300,762	566,030	0.531	
1985	297,658	575,122	0.518	
1986	312,754	568,284	0.550	
1987	295,511	537,971	0.549	
1988	271,244	446,455	0.608	
1989	277,820	488,342	0.569	
1990	223,725	424,672	0.527	
1991	205,501	379,236	0.542	
1992	201,622	341,040	0.591	

Table F-6. Female NPS Active Component Enlisted Accessions by Service, FY 1964, 1970-1992

FISCAL YEAR*	SERVICE											
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD			
	#	%	#	%	#	%	#	%	#	%	#	%
1964**	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%	8,350	0.8%		
1970	5,702	4.0%	2,299	3.0%	1,079	2.0%	4,379	6.0%	13,459	3.9%		
1971	5,193	3.0%	2,433	3.0%	1,097	2.0%	4,189	4.0%	12,912	3.1%		
1972	5,667	1.2%	1,550	2.5%	1,194	1.3%	4,584	5.4%	12,995	1.8%		
1973	8,336	4.9%	4,949	5.3%	691	1.4%	6,339	6.8%	20,315	5.0%		
1974	15,083	8.4%	6,711	7.5%	850	1.9%	8,174	11.1%	30,818	7.9%		
1975	18,540	10.3%	6,781	6.9%	1,325	2.3%	9,752	13.2%	36,398	8.9%		
1976	15,792	8.8%	5,128	5.6%	1,261	2.5%	8,613	12.0%	30,794	7.8%		
1977	18,921	8.7%	5,921	4.6%	1,783	3.1%	12,276	13.4%	38,901	7.9%		
1978	17,315	14.2%	5,627	7.2%	2,192	5.8%	12,409	18.5%	37,543	12.3%		
1979	17,196	13.4%	8,705	11.3%	2,137	5.5%	13,307	20.0%	41,345	13.3%		
1980	22,386	14.1%	10,697	12.1%	2,250	5.4%	13,474	18.9%	48,807	13.5%		
1981	17,064	15.6%	8,987	10.5%	2,143	5.5%	9,719	13.8%	37,913	12.5%		
1982	15,183	12.6%	8,238	10.3%	2,226	5.9%	8,520	12.7%	34,167	11.2%		
1983	16,576	12.5%	8,245	11.2%	1,987	5.4%	8,759	14.5%	35,567	11.7%		
1984	16,900	13.0%	7,715	10.0%	2,121	5.4%	8,649	14.6%	35,385	11.6%		
1985	15,401	12.9%	9,733	11.7%	2,174	6.4%	10,943	16.9%	38,251	12.7%		
1986	15,332	12.1%	8,802	10.0%	2,147	6.2%	11,778	18.4%	38,059	12.1%		
1987	16,262	13.5%	7,705	8.8%	1,790	5.3%	10,149	18.6%	35,906	12.1%		
1988	14,265	13.5%	9,799	10.9%	2,101	6.0%	8,011	19.7%	34,176	12.6%		
1989	16,048	14.3%	10,790	12.0%	2,092	6.4%	9,157	21.2%	38,087	13.7%		
1990	12,603	14.9%	7,951	11.3%	1,747	5.3%	7,298	20.4%	29,599	13.2%		
1991	11,266	14.5%	6,394	9.3%	1,606	5.4%	6,452	21.7%	25,718	12.5%		
1992	12,452	16.3%	8,190	14.0%	1,595	5.0%	7,538	21.7%	29,775	14.8%		

* Data for FYs 1964 and 1970-1972 are based upon voluntary male enlistments only. They do not include drafted inductees.

** FY 1964 was the last pre-Vietnam conscription year.

Table F-7. Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FY 1973-1992

FISCAL YEAR	SERVICE				18-24 YR OLD	
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DoD	CIVILIANS
1973	20.67%	10.97%	21.46%	14.46%	17.09%	12.6%
1974	27.36%	11.09%	21.52%	16.58%	20.87%	12.9%
1975	21.17%	10.30%	20.14%	14.31%	17.18%	13.1%
1976	24.32%	8.74%	16.26%	10.71%	17.17%	13.3%
1977	29.38%	11.20%	20.19%	11.25%	20.22%	13.6%
1978	34.25%	12.74%	24.05%	13.60%	22.95%	13.7%
1979	36.73%	15.63%	27.66%	15.90%	25.90%	13.8%
1980	29.62%	13.68%	23.10%	15.02%	22.06%	14.0%
1981	27.74%	12.79%	17.78%	14.22%	19.12%	14.1%
1982	24.50%	13.70%	17.46%	15.59%	18.83%	14.2%
1983	21.89%	14.27%	16.97%	14.47%	17.97%	14.5%
1984	22.57%	14.83%	17.52%	13.80%	18.26%	14.5%
1985	22.42%	15.33%	18.80%	15.58%	18.58%	14.7%
1986	22.39%	17.25%	17.20%	16.15%	19.10%	14.7%
1987	23.45%	18.96%	18.05%	14.28%	19.82%	14.6%
1988	25.09%	20.03%	18.36%	13.46%	20.80%	14.6%
1989	26.31%	21.38%	17.87%	12.67%	21.60%	14.0%
1990	25.22%	20.66%	17.59%	12.68%	20.66%	14.0%
1991	20.01%	16.00%	14.15%	10.75%	16.49%	14.3%
1992	20.44%	16.82%	12.96%	11.11%	16.60%	14.3%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1992.

Table F-8. NPS Active Component Enlisted Accessions by Marital Status and Service, FY 1976-1992

FISCAL YEAR	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		DoD	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1976	10.15%	89.85%	4.32%	95.68%	3.50%	96.50%	11.88%	88.12%	8.24%	91.76%
1977	10.76%	89.24%	4.25%	95.75%	3.58%	96.42%	11.40%	88.60%	8.34%	91.66%
1978	9.60%	90.40%	3.45%	96.55%	3.09%	96.91%	11.13%	88.87%	7.55%	92.45%
1979	9.99%	90.01%	3.74%	96.26%	2.88%	97.12%	11.48%	88.52%	7.87%	92.13%
1980	10.80%	89.20%	4.23%	95.77%	3.38%	96.62%	11.24%	88.76%	8.41%	91.59%
1981	10.38%	89.62%	5.05%	94.95%	3.40%	96.60%	10.02%	89.98%	7.90%	92.10%
1982	12.37%	87.63%	6.69%	93.31%	4.09%	95.91%	11.02%	88.98%	9.55%	90.45%
1983	12.88%	87.12%	6.92%	93.08%	4.49%	95.51%	13.47%	86.53%	10.53%	89.47%
1984	11.33%	88.67%	6.82%	93.18%	4.25%	95.75%	13.15%	86.85%	9.63%	90.37%
1985	11.57%	88.43%	6.20%	93.80%	4.23%	95.77%	12.01%	87.99%	9.35%	90.65%
1986	13.05%	86.95%	6.52%	93.48%	4.31%	95.69%	12.18%	87.82%	10.07%	89.93%
1987	12.96%	87.04%	6.47%	93.53%	4.12%	95.88%	12.04%	87.96%	9.87%	90.13%
1988	11.71%	88.29%	5.58%	94.42%	3.56%	96.44%	11.10%	88.90%	8.54%	91.46%
1989	11.90%	88.10%	5.74%	94.26%	3.29%	96.71%	10.95%	89.05%	8.75%	91.25%
1990	12.23%	87.77%	5.84%	94.16%	3.78%	96.22%	10.46%	89.54%	8.70%	91.30%
1991	14.84%	85.16%	6.48%	93.52%	5.17%	94.83%	11.68%	88.32%	10.20%	89.80%
1992	14.40%	85.60%	5.46%	94.54%	3.38%	96.62%	12.25%	87.75%	9.70%	90.30%

Table F-9. Percent NPS Active Component Enlisted Accessions by Geographical Region, FY 1973-1992

FISCAL YEAR	GEOGRAPHICAL REGION				
	SOUTH	NORTHEAST	NORTH		OTHER
			CENTRAL	WEST	
1973	35.3%	18.1%	27.2%	18.7%	0.7%
1974	37.1%	17.3%	25.2%	19.3%	1.1%
1975	33.8%	20.0%	26.5%	18.8%	0.9%
1976	31.4%	20.9%	27.9%	18.9%	0.9%
1977	32.1%	22.2%	26.7%	17.9%	1.1%
1978	35.4%	21.6%	24.8%	16.7%	1.5%
1979	36.5%	20.8%	24.2%	16.7%	1.8%
1980	33.9%	20.7%	26.1%	17.8%	1.5%
1981	33.6%	20.6%	27.2%	17.2%	1.4%
1982	33.0%	20.8%	28.2%	16.7%	1.3%
1983	33.3%	19.9%	28.4%	17.3%	1.1%
1984	34.3%	18.0%	28.8%	17.5%	1.4%
1985	33.9%	19.6%	27.7%	17.6%	1.2%
1986	35.2%	17.9%	27.0%	18.9%	1.0%
1987	36.5%	16.5%	26.9%	19.1%	1.0%
1988	38.1%	15.3%	26.5%	19.1%	1.0%
1989	39.6%	13.9%	25.5%	19.3%	1.6%
1990	40.8%	14.7%	25.0%	18.6%	1.0%
1991	40.5%	15.1%	24.7%	18.9%	0.9%
1992	41.6%	15.0%	23.9%	18.8%	0.7%

Table F-10. Active Component Enlisted Strength, FY 1964, 1973-1992 (in Thousands)

FISCAL YEAR	SERVICE				DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1964	860.5	585.4	172.9	720.6	2329.4
1973	682.0	490.0	176.8	571.8	1921.0
1974	674.5	475.5	170.1	529.1	1849.0
1975	678.3	466.1	177.4	503.2	1825.0
1976	677.7	457.7	173.5	481.2	1790.1
1977	680.1	462.2	173.1	469.9	1785.2
1978	669.6	463.2	172.4	469.9	1775.0
1979	657.2	457.1	167.0	458.9	1740.3
1980	673.9	459.6	170.3	455.9	1759.7
1981	675.1	470.2	172.3	466.5	1784.0
1982	672.7	481.2	173.4	476.5	1803.8
1983	669.4	484.6	174.1	483.0	1811.1
1984	667.7	491.3	175.9	486.4	1821.3
1985	666.6	495.4	177.9	488.6	1828.5
1986	666.7	504.4	178.6	494.7	1844.3
1987	668.4	510.2	179.5	495.2	1853.3
1988	660.4	515.6	177.3	466.9	1820.1
1989	658.3	515.9	176.9	462.8	1813.9
1990	623.5	501.5	176.5	430.8	1732.4
1991	602.6	494.5	174.1	409.4	1680.5
1992	511.3	467.5	165.2	375.7	1519.8

Table F-11. Mean Age and Months of Service of Active Component Enlisted Members, FY 1973-1992

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	25.02	69.82
1974	24.97	69.59
1975	24.92	68.17
1976	24.93	67.60
1977	24.93	66.52
1978	25.01	67.26
1979	25.07	67.74
1980	25.01	66.51
1981	25.14	67.07
1982	25.37	68.63
1983	25.56	69.99
1984	25.69	71.09
1985	25.81	72.29
1986	25.92	73.12
1987	26.09	74.76
1988	26.26	76.73
1989	26.36	78.01
1990	26.66	81.77
1991	26.95	84.80
1992	27.08	86.35

Table F-13. Black Active Component Enlisted Members by Service, FY 1973-1992

FISCAL YEAR	SERVICE				
	ARMY	NAVY	MARINE CORPS	AIR FORCE	DoD
1973	18.41%	7.67%	16.92%	13.40%	14.04%
1974	21.27%	8.41%	18.08%	14.22%	15.65%
1975	22.19%	7.86%	18.11%	14.54%	16.03%
1976	23.55%	7.86%	16.92%	14.63%	16.50%
1977	26.36%	8.61%	17.44%	14.59%	17.79%
1978	29.09%	9.34%	18.91%	14.82%	19.17%
1979	32.09%	10.60%	21.38%	15.74%	21.11%
1980	32.87%	11.49%	22.41%	16.33%	21.99%
1981	33.17%	12.00%	22.00%	16.65%	22.20%
1982	32.73%	12.47%	21.40%	17.05%	22.10%
1983	31.43%	12.84%	20.47%	17.00%	21.56%
1984	30.51%	13.13%	19.93%	16.95%	21.18%
1985	29.87%	13.52%	20.30%	17.14%	21.11%
1986	29.67%	14.22%	20.55%	17.29%	21.24%
1987	29.96%	15.09%	20.73%	17.32%	21.59%
1988	30.45%	15.90%	20.88%	17.57%	22.10%
1989	31.27%	16.97%	20.76%	17.38%	22.64%
1990	32.12%	17.73%	20.66%	17.65%	23.19%
1991	31.79%	17.76%	19.99%	17.36%	22.92%
1992	31.53%	17.85%	18.95%	17.14%	22.40%

Table F-14. Marital Status and Number of Dependents of Active Component Enlisted Members, FY 1973-1992

FISCAL YEAR	PERCENT MARRIED*	MEAN	
		NUMBER OF	DEPENDENTS
1973	40.1%	2.48	
1974	42.7%	2.45	
1975	45.2%	2.41	
1976	48.3%	2.40	
1977	49.7%	2.37	
1978	49.0%	2.37	
1979	48.1%	2.38	
1980	46.6%	2.36	
1981	46.9%	2.32	
1982	48.6%	2.30	
1983	50.2%	2.28	
1984	51.1%	2.28	
1985	51.2%	2.28	
1986	51.6%	2.29	
1987	52.3%	2.30	
1988	53.0%	2.28	
1989	53.2%	2.28	
1990	54.5%	2.30	
1991	55.1%	2.32	
1992	54.9%	2.33	

* Affected by large number of unknowns in FY 1973-1975. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.

Table F-15. FY 1992 Married Active Component Enlisted Members by Age and Gender (Percentage)

AGE	DoD		
	MALES	FEMALES	TOTAL
17	1.31%	1.37%	1.32%
18	3.03%	3.80%	3.13%
19	8.96%	12.39%	9.36%
20	16.51%	23.54%	17.30%
21	25.57%	33.10%	26.43%
22	35.17%	39.29%	35.66%
23	45.57%	45.43%	45.55%
24	55.18%	51.02%	54.67%
25	62.17%	53.54%	61.09%
26	67.35%	54.71%	65.83%
27	71.58%	56.96%	69.80%
28	74.33%	58.05%	72.44%
29	77.64%	59.32%	75.45%
30	79.53%	60.37%	77.26%
31	81.28%	61.17%	78.94%
32	82.32%	62.05%	79.97%
33	83.26%	63.06%	81.02%
34	84.02%	63.62%	81.81%
35	84.49%	61.34%	82.06%
36	85.49%	61.56%	83.09%
37	85.91%	61.86%	83.57%
38	86.31%	61.06%	83.91%
39	86.88%	62.08%	84.64%
40	87.43%	58.67%	85.09%
41	87.39%	60.97%	85.27%
42	87.95%	58.83%	85.74%
43	88.39%	56.36%	86.22%
44	88.42%	53.64%	86.19%
45+	88.94%	50.60%	86.60%

Table F-16. Active Component Officer Strength, FY 1964, 1973-1992 (in Thousands)

FISCAL YEAR	SERVICE				DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1964	110.9	76.4	16.8	133.4	337.5
1973	116.2	70.6	19.3	115.0	321.1
1974	106.0	67.2	18.7	110.5	302.5
1975	103.0	65.7	18.6	105.2	292.4
1976	98.6	63.7	18.9	99.8	281.0
1977	97.7	63.3	18.7	96.3	276.0
1978	97.8	62.6	18.4	95.5	274.3
1979	97.4	62.4	18.2	96.1	274.1
1980	98.7	62.1	18.2	97.0	277.6
1981	101.9	65.5	18.4	99.4	285.0
1982	103.1	67.3	19.0	101.9	291.2
1983	105.7	68.5	20.0	104.6	298.7
1984	107.9	68.9	20.4	106.2	303.3
1985	109.7	70.7	20.2	108.4	308.9
1986	109.8	72.1	20.2	109.0	311.1
1987	108.0	72.0	20.0	107.3	307.4
1988	107.0	72.4	20.1	105.1	304.6
1989	91.9	69.5	18.5	103.7	283.5
1990	89.7	69.4	18.1	100.0	277.3
1991	88.7	68.0	17.2	96.6	270.5
1992	81.3	66.3	17.3	90.4	255.2